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ABSTRACT

A study was conducted at Rancho Santiago College (RSC) District campuses to determine the extent to which the college provides a welcoming, receptive, inclusive, friendly, and non-hostile environment for students of special groups, including minority students, older students, women students, and disabled students. Five areas of study related to an equitable campus climate were identified, including College and Community, Student Life and Comfort, Student Performance and Retention, Curriculum and Pedagogy, and Faculty and Staff. Questionnaires were administered to a random sample of RSC students, to all staff and full-time faculty, and to high school seniors and staff in RSC's service area. In addition, interviews were conducted with RSC faculty and staff. Following an introduction, this report presents five detailed sections corresponding to the five areas of study. The first section provides analysis of responses to equity questionnaires completed by RSC faculty and students, and area high school students, teachers, and counselors. Section 2 analyzes responses to staff surveys, student satisfaction surveys, transfer student surveys, and graduate surveys, as well as results of staff interviews. Section 3 examines student persistence and academic performance data, and reviews RSC programs for select student groups. Section 4 analyzes questionnaire results as they relate to RSC curriculum and instruction. Finally, section 5 reviews faculty and staff characteristics, presents results of faculty and staff equity questionnaires, and discusses staff interview results. Appendixes provide tabulated survey results, the survey instruments, and copies of RSC policy statements and other documents relating to issues of diversity and affirmative action. (PAA)

ED 364 307

RANCHO SANTIAGO COLLEGE

RESEARCH · PLANNING

RESOURCE DEVELOPMENT

Report

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RSC Study for Educational Equity and Inclusion: An Equity Atlas

Julie Slark • Suzi Russell • Nga Pham • RSC Research Committee

June 1993

JC 940 044

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Introduction

Purpose:

The purpose of this study is to determine the extent to which Rancho Santiago College campuses provide welcoming, receptive, inclusive, friendly, and non-hostile environments for students of special groups, including:

- ethnic groups
- age groups
- men and women
- disabled students
- a variety other groups were addressed less comprehensively, including gays and lesbians, members of religious groups, and underprepared and disadvantaged students.

Need:

The RSC service area is projected to be 76% non-white by the year 2000. It is important that the college serves its community by providing not just access, but a welcoming environment, one that encourages community members to attend, in order to ensure that the college is truly a community college and that the community maintains an educated, contributing citizenry.

The majority of ethnic minority students who are enrolled in higher education today are enrolled in a community college. The success of these students depends upon the community college and the colleges' abilities to retain and educate them. Why are minority students leaving college? Will students perceive the community college as an appropriate place for them, and will they succeed there? Why is it that the major reason that students drop out of college is not employment, is not lack of basic skills, but is a feeling of "not belonging", that "college is not for me"? Why is it, for example, that 50% of all students who begin first grade are female but only 9% of all PhD's awarded in Mathematics are to females? How can the climate be improved?

The California Postsecondary Education Commission (CPEC) studied "campus climate" as it relates to equity and published three documents during 1990 to 1992. CPEC has recommended that all California higher education institutions assess their climates to ensure that women and minorities feel welcome and supported. Some CPEC instruments were used in this study.

Further, in 1993 the California Community Colleges Board of Governors implemented Student Equity requirements whereby colleges are required to study and plan for student equity. This study is intended to respond to those concerns and regulations, as well.

Also, previous RSC research has indicated that issues of equity may need to be addressed further. For example, student satisfaction questionnaire results have demonstrated some dissatisfaction with services on the part of Asian students.

Process:

The RSC Research Committee, comprised of diverse staff, faculty, and administrators, has overseen the study during the 1992-93 year. The Committee designed the study questions,

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edited the questionnaires, and created the conclusions and recommendations. *They want the study and recommendations to be used.*

Five areas of study related to an equitable campus climate were identified, and committee members assigned themselves to work on one of the study areas throughout the year:

- College & Community
- Student Life & Comfort
- Student Performance & Retention
- Curriculum & Pedagogy
- Faculty & Staff

Study Methods:

For each of the five study areas, committee members and RSC Research Department staff collected extensive information about RSC efforts to enhance student equity and to respond to the study questions. In order for committee members to assess the climate of the campuses and related needs, they needed to know what efforts were currently being made to enhance climate and equity. In this way, this document represents a compilation of all RSC pro-diversity activities, an "equity atlas" for RSC.

Additionally, questionnaires were administered to a random sample of students in classrooms at all major sites, to all staff and full-time faculty, and to high school seniors and counselors in the RSCCD service area. The purpose of the questionnaires was to assess perceptions of RSC related to climate issues.

Questionnaire Response Rates

	Total Returned	Response Rate	Male	Female	Asian	Black	Hispanic	White	Other
High School Teachers & Counselors	196		- - -	- - -	- - -	- - -	- - -	- - -	- - -
High School Students (sample)	937	-	- - -	- - -	127 - 16%	19 - 2%	509 - 56%	218 - 24%	64 - 3%
RSC students (sample)	1145 (SAC=787) (OC=217) (CEC/ALC=141)	-	554* 49% *53%*	588 51% *47%*	312 27% *16%*	30 3% *3%*	370 33% *27%*	378 33% *48%*	49 4% *7%*
Faculty (full-time only)	80 (SAC=59) (OC=13) (CEC/ALC=8)	27%	33 41% *47%*	47 59% *53%*	5 6% *5%*	4 5% *6%*	8 10% *12%*	60 76% *77%*	2 3% *<1%*
Staff	175 (SAC=133) (OC=12) (CEC/ALC=30)	25%	45 26% *33%*	130 74% *67%*	6 4% *10%*	3 2% *4%*	29 17% *28%*	127 73% *56%*	8 5% *2%*

* number returned in this category
% returned in this category
% in population of this category

Because the number of respondents for some ethnic groups of faculty and staff (particularly for African-Americans) was small, results for those groups were not always included in the analysis.

Interviews were also conducted of faculty and staff identified as those who would be able to provide information to assist in the assessment. Previous RSC research studies and other sources of information are cited in the report and provided helpful information as well.

Organization of the Report:

The report includes five sections which correspond to the five areas of study. The first item in each section identifies the study questions, conclusions, and recommendations for that section. Report material includes questionnaire responses, interview summaries, and all other information collected. Questionnaire response trends, presented graphically, and respondent comments are printed on blue pages throughout the five sections, depending upon the question topic.

Summary:

In summary of the report findings, RSC campus climates were found to be exceptionally positive, equitable, and welcoming due to many, many special, pervasive, college efforts, documented in this report. Concern for our diverse students and community was found to be reflected in everything we do. However, important needs that require attention (see "recommendations" in each section) were identified; and it is the hope of committee members that the RSC Student Equity work group, other policy-makers, and each and every faculty and staff member will congratulate themselves for their successes and address the remaining concerns revealed in this report. We know how to enhance equity in student outcomes; it's only a matter of acknowledging and further implementing successful strategies.

Members of the 1992-93 RSC Research Committee:

Ramon Reza, Chair
Rosemary Price, Co-Chair
Mary Anne Anthony
Gloria Bailey
Beverly Birnbaum
Pat Conner
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*** College and Community ***
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Sources

- Faculty Equity Questionnaire
- Student Equity Questionnaire
- High School Student Equity Questionnaire
- High School Teachers & Counselors Equity Questionnaire
- "RSCCD Population and Participation - 1990 Census Study" series
- Existing statistics and studies
  - "Enrollment Trends & Student Characteristics - Fall 1992"
- Interviews:
  - Paul Amorino, Director of Occupational Education & Economic Development
  - Vivian Blevins, Chancellor of RSC
  - Patti Cole, Executive Director of RSC Foundation
  - Sara Lundquist, Executive Dean of Student Services
  - John Nixon, Executive Dean of Instruction
  - Audrey Noji, Dean of Student Development

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*** College and Community ***

Summary

Questions:

- Are RSC enrollment demographics representative of the service area?
- Is RSC perceived by the community to be a welcoming, hospitable place?
- What does RSC do to create its image in regard to equity issues?

Conclusions:

- RSC enjoys a reputation of quality in its surrounding community and is the college of choice for the majority of high school seniors within the RSCCD.
- A majority of RSC students expressed pride in attending RSC; however, Asian students expressed this to a lesser degree.
- While RSC campuses are not perceived as unsafe, some question the safety of the City of Santa Ana.
- RSC student demographic profiles are increasingly representative of the district. Participation rates are lowest for Hispanics; however, the percentage of RSC Hispanic enrollments is increasing.
- Students who attend Santa Ana Campus are more often ethnic minority (55%) than those who attend Orange Campus (33%) (Fall 1991 statistics).

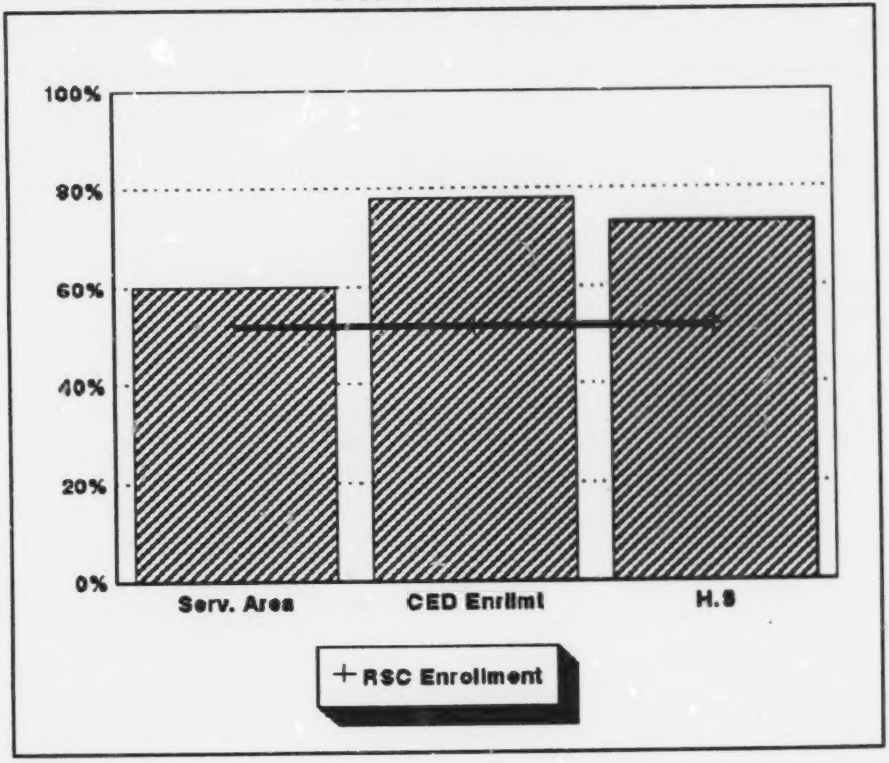
Recommendations:

- Continue to aggressively recruit underrepresented students to all campuses, and monitor ethnic minority enrollments carefully to analyze the effects of tuition.
- Market the college for its educational quality, highlighting the achievements of faculty and students.
- Create and market a clear, cohesive image of the college: **one that is safe, celebrates diversity, and is of high academic quality.**
- Recognize in marketing efforts that not all are familiar or comfortable with change of name from Santa Ana College to Rancho Santiago College.

A Comparison of Ethnic Distributions

	White	Hispanic	Asian	Black	Other
RSC Service Area* 1990	39%	48%	11%	2%	-
RSC Enrollment Fall 1992	48%	27%	16%	3%	6%
RSC CED Enrollment Fall 1992	21%	53%	11%	2%	13%
RSCCD High School Enrollment Fall 1992	29%	54%	14%	2%	1%

Percent Non-White



* The ethnic distribution of the 1990 Census population within a 30-mile radius of RSC, a comparative measure used by the California Community Colleges' Chancellor's Office, was: 44% White, 37% Hispanic, 9% Black, and 10% Asian. For the population 18 years of age or older, the population was slightly less diverse (48% White).

Source: RSC Research Department

Summary of Interviews of Selected Staff

Positive Comments:

- RSC as an academic institution is great!
- People would recommend RSC to friends and families.
- RSC has served as a major job-training resource for the county.
- We have done a good job in bringing all groups of students to RSC.

Recommendations:

- We need a better way to market our product to the community and perspective students. We need to increase public awareness of the District's programs and services.
- We need more partnerships with businesses in the community (contract education).
- Security could be seen as a major problem since we are located in the heart of Santa Ana.
- Need to work on bringing the diversity of faculty, administration, and staff to match that of the students and the community.
- Need to continue to change curriculum so that it reflects the new diversity of the college and community.
- Work on programs to help students realize their potential and be able to succeed at RSC and elsewhere.
- Need to look at other components of matriculation, not just recruitment, e.g., follow-up, counseling, research, etc.
- Need to develop better relationships with different ethnic groups (e.g., the Vietnamese community does not see community colleges having the potential to provide a quality education as the 4-years institution, how can we change this perception?)
- Community is concerned with the name change of the college. They do not think Rancho Santiago College represents the community, whereas, Santa Ana College does. Some would like for us to change it back to what it was.
- Even though we bring children on campus, their parents do not know us. We need to promote RSC to them so that they can encourage their children to continue with schooling after high school.
- The "image problem" is not necessarily that of the college, but that of Santa Ana. We need to promote good things that are happening in Santa Ana, not the bad things. The bad things come out by themselves; the good things that are happening need a conscious effort to bring them into the limelight. By doing this, Rancho Santiago will also be promoted.

News media reportedly used to promote the College to the different communities:

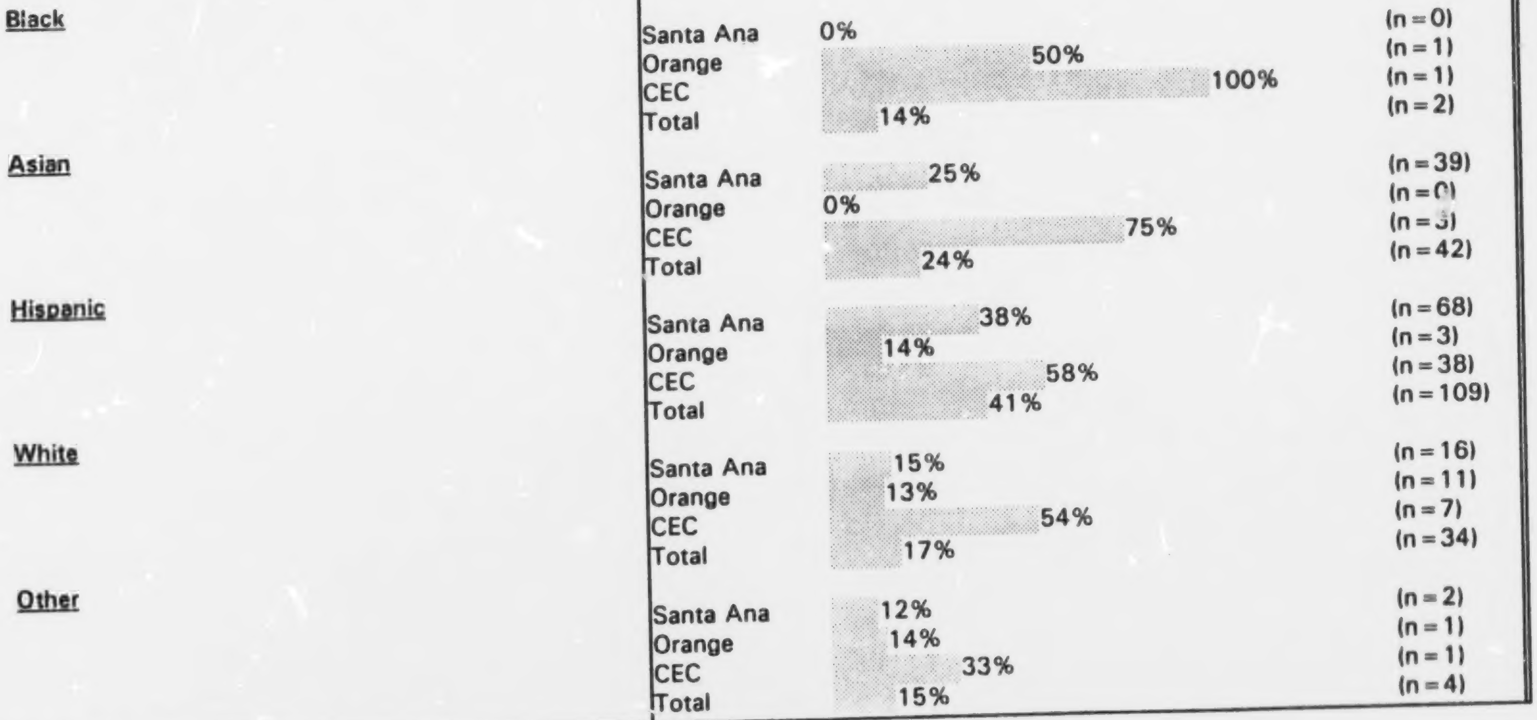
- Azteca News (Hispanic newspaper)
- Chicano Magazine
- Nguoi Viet (Vietnamese newspaper)
- Miniondas
- Union Hispana
- La Opinion
- Kwiz AM (Hispanic radio)

Questions About College Image (Student Equity Questionnaire)

My high school counselor encouraged me to enroll here. (item17)

28% of the total respondents "strongly agree/agree":
Santa Ana Campus (26%)
Orange Campus (13%)
Centennial Education Center (58%)

"Strongly Agree/Agree"



Questions About College Image (Student Equity Questionnaire)

Question	Group	"Strongly Agree/Agree"	n
RSC enjoys a reputation of quality in my home community. (item18)	Black	88%	(n = 14)
	Asian	65%	(n = 134)
	Hispanic	78%	(n = 232)
	White	73%	(n = 187)
	Other	83%	(n = 30)
	Total	74%	(n = 597)
I am not reluctant to tell people I go to school here. (item19)	Black	83%	
	Asian	55%	
	Hispanic	76%	
	White	78%	
	Other	71%	
	Total	71%	

High School Student Questionnaire Responses

1. Which college do you plan to attend?

By Ethnicity...

College	Black n=12	Asian n=72	Latino n=370	White n=116
Rancho Santiago College	21%	14%	61%	33%
Orange Coast College	26	18	8	9
UC, Irvine	5	13	1	2
CSU, Fullerton	5	11	3	3
Outside of California	5	2	1	8

By School...

	Orange n=103	Mater Dei n=26	Villa Park n=78	Saddleback n=171	Valley n=171	Santa Ana n=159
Rancho Santiago College	43%	72%	21%	39%	55%	68%
Orange Coast College	8	9	8	20	5	5
UC, Irvine	6	0	5	3	2	1
CSU, Fullerton	3	0	4	6	6	2
Outside of California	7	0	9	1	0	0

A larger percentage (61%) of Hispanic high school seniors plan to attend RSC than any other ethnic group. RSC is the college of choice for the majority of high school seniors at each feeder high school. Asian respondents more frequently indicated plans to attend Orange Coast College.

High School Student Questionnaire Responses (Cont.)

2. Why did you select this college? (Check all that apply)

By Ethnicity...

Reason	Black		Asian		Latino		White		TOTAL	
	RSC n=4	OCC* n=5	RSC n=17	OCC n=22	RSC n=300	OCC n=40	RSC n=70	OCC n=18	RSC n=391	OCC n=85
Close to my house	75%	40%	88%	68%	84%	48%	90%	33%	85%	49%
Friends going there	25	0	53	46	40	33	37	39	40	35
Cost of tuition is affordable for me	25	80	59	46	63	38	81	61	66	47
Offers academic program I want	25	100	29	36	36	48	30	50	34	48
Parents encouraged me to attend	50	0	24	18	23	18	17	11	22	15
Ethnic diversity of the college	0	0	0	0	2	0	0	0	1	0
Limited ethnic diversity of the college	0	0	0	0	0	0	0	6	0	1
Presence of large # of ethnic minority	25	0	6	14	14	5	1	0	12	6
Relatives attended there	0	0	12	14	11	15	6	6	10	12
High school counselor or teacher recommended it	0	20	12	9	17	13	17	6	17	11
College staff visiting my high school recruited me	25	0	18	5	21	13	11	0	76	7
It is a safe campus	25	20	18	14	10	25	9	22	10	21
Because I am academically qualified to go there	25	20	35	9	18	25	27	28	21	21

* Orange Coast College

Proximity is the major reason given by high school seniors choosing to attend RSC, followed by (low) cost of tuition and "friends going there". Safety and diversity issues were not often given as reasons for college choice.

High School Student Questionnaire Responses (Cont.)

2b. Why did you select this college? (Check all that apply)

By School...

Reason	Orange		Mater Dei		Villa Park		Saddleback		Valley		Santa Ana	
	RSC n=66	OCC* n=13	RSC n=23	OCC n=3	RSC n=35	OCC n=14	RSC n=97	OCC n=48	RSC n=57	OCC n=5	RSC n=138	OCC n=10
Close to my house	80%	23%	91%	67%	97%	29%	83%	58%	84%	80%	87%	20%
Friends going there	36	23	39	33	54	36	39	42	39	20	38	40
Cost of tuition is affordable for me	65	54	91	67	86	50	62	42	63	40	57	50
Offers academic program I want	32	46	35	67	40	50	52	46	19	60	28	70
Parents encouraged me to attend	15	8	22	67	40	0	20	21	28	0	20	10
Ethnic diversity of the college	2	8	9	0	6	0	1	0	0	0	0	0
Limited ethnic diversity of the college	0	0	0	0	3	7	3	0	0	0	0	0
Presence of large # of ethnic minority	0	0	0	0	0	0	0	10	21	0	15	10
Relatives attended there	11	8	17	0	11	7	11	15	7	20	10	0
High school counselor or teacher recommended it	12	8	17	33	34	7	34	10	23	0	17	10
College staff visiting my high school recruited me	9	0	0	0	9	0	9	10	16	0	26	10
It is a safe campus	5	23	9	0	14	14	14	21	11	40	8	40
Because I am academically qualified to go there	21	31	26	33	37	21	21	13	21	40	15	20

* Orange Coast College

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High School Student Questionnaire Responses (Cont.)

3. **Have you ever been to a Rancho Santiago College Campus? (Check all that apply)**

By Ethnicity...

Site	Black n=19	Asian n=127	Latino n=508	White n=218
Santa Ana Campus	79%	65%	65%	50%
Orange Campus	16	23	8	42
Other Campus	5	4	3	3
Has Not Visited Any Campus	21	30	33	33

By School...

Site	Orange n=159	Mater Dei n=32	Villa Park n=170	Saddleback n=251	Valley n=109	Santa Ana n=212
Santa Ana Campus	65%	69%	41%	62%	67%	70%
Orange Campus	41	31	48	2	8	4
Other Campus	6	6	3	1	4	2
Has Not Visited Any Campus	27	28	34	37	30	29

4. **Did You Feel Welcomed When You Visited RSC?**

	Black n=15	Asian n=92	Latino n=361	White n=146
Yes	53%	55%	78%	63%
No	20	10	3	5
Do not know	27	35	19	32

High School Student Questionnaire Responses (Cont.)

5. Do you think that Rancho Santiago College....

By Ethnicity...

	Black **n=18**	**Asian** **n=127**	**Latino** **n=505**	**White** **n=217**
is a friendly place	50%	31%	61%	33%
is not a friendly place	0	2	1	3
is in-between	17	22	7	11
I don't know	33	46	31	53
is academically superior	17%	6%	30%	7%
is academically inferior	11	6	4	8
is in-between	33	30	14	25
I don't know	39	57	52	61
is a supportive and welcoming environment because of its ethnically diverse students	50%	19%	52%	20%
is not supportive and welcoming environment because of its ethnically diverse students	6	2	2	4
is in-between	22	26	13	14
I don't know	22	52	33	61

High School Student Questionnaire Responses (Cont.)

5b. Do you think that Rancho Santiago College....

By school...

	Orange n=169	Mater Dei n=32	Villa Park n=169	Saddleback n=247	Valley n=108	Santa Ana n=210
is a friendly place	40%	47%	31%	51%	56%	63%
is not a friendly place	3	0	2	2	4	1
is in-between	19	9	12	10	7	6
I don't know	38	44	54	37	34	30
is academically superior	9%	22%	4%	24%	31%	29%
is academically inferior	6	0	12	5	4	5
is in-between	34	25	26	18	12	10
I don't know	51	53	58	53	54	56
is a supportive and welcoming environment because of its ethnically diverse students	27%	47%	21%	44%	51%	47%
is not supportive and welcoming environment because of its ethnically diverse students	3	3	4	4	3	1
is in-between	17	9	15	17	11	16
I don't know	54	41	60	36	36	36

6. Do you know where to go to get class registration materials for RSC?

	Black n=19	Asian n=125	Latino n=498	White n=217
Yes	37%	17%	30%	4%
No	63	83	70	96

High School Teachers and Counselors Questionnaire Responses

1. How often do you recommend to students that they attend RSC?

	Orange n=14	Mater Dei n=15	Villa Park n=9	Saddleback n=51	Valley n=14	Santa Ana n=92
Frequently	57%	20%	89%	51%	43%	63%
Occasionally	29	33	11	41	50	29
Seldom	14	33	0	6	0	38
Other	0	13	0	2	7	1

2. Are you aware that RSC offers the following events and activities?

	Orange n=14	Mater Dei n=11	Villa Park n=9	Saddleback n=43	Valley n=13	Santa Ana n=80
Art exhibits	86%	82%	67%	58%	85%	79%
Plays and musical performance	79	100	78	84	69	79
Community services classes	71	82	56	74	77	73
Athletic events	93	91	100	81	100	85
Cultural events	86	91	89	77	77	73

3. Have you attended any of the following events and activities?

	Orange n=9	Mater Dei n=6	Villa Park n=7	Saddleback n=18	Valley n=9	Santa Ana n=50
Art exhibits	11%	50%	14%	33%	56%	42%
Plays and musical performance	78	33	71	78	67	54
Community services classes	33	67	14	17	33	24
Athletic events	44	33	43	33	56	60
Cultural events	44	33	29	50	56	44

High School Teachers and Counselors Questionnaire Responses

4. **Why do you recommend RSC? (Check all that apply)**

	Orange n=14	Mater Dei n=13	Villa Park n=9	Saddleback n=48	Valley n=14	Santa Ana n=90
Academically superior	7%	8%	0%	6%	14%	9%
Low cost	86	46	78	88	100	88
Availability of programs	50	39	78	50	43	48
Ethnically diverse	14	15	22	40	29	22
Good transitional experience for most students	100	69	78	81	71	72
Know students who've had a good educational experience at RSC	43	46	67	44	36	44
Support programs	29	0	44	17	29	28
For students in need of remediation primarily	7	31	33	25	36	33

5. **Why do you not recommend RSC? (Check all that apply)**

	Orange n=4	Mater Dei n=9	Villa Park n=3	Saddleback n=19	Valley n=6	Santa Ana n=40
Academically inferior	0%	0%	0%	11%	0%	23%
Unsafe campus	0	44	0	16	0	3
Limited programs	0	0	0	5	33	18
Ethnically diverse	0	0	0	5	0	0
Prefer four-year university for those qualified	100	56	100	90	83	85
Know students who had negative educational experience at RSC	0	11	0	0	17	10
Lack of support programs	0	0	0	0	0	8

High School Teachers and Counselors Questionnaire Responses

6. Have you ever been to a Rancho Santiago College Campus? (Check all that apply)

Site	Orange n=14	Mater Dei n=15	Villa Park n=9	Saddleback n=51	Valley n=14	Santa Ana n=91
Santa Ana Campus	93%	73%	100%	96%	86%	98%
Orange Campus	71	27	78	14	43	25
Other Campus	21	0	33	16	29	17
Has Not Visited Any Campus	0	33	0	2	7	1

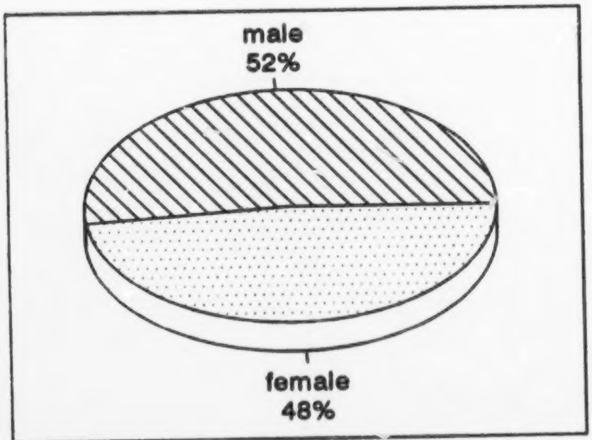
7. Why did you visit the RSC campus(es)? (Check all that apply)

Site	Orange n=14	Mater Del n=11	Villa Park n=9	Saddleback n=49	Valley n=13	Santa Ana n=89
High school principals'/ counselors' luncheon	0%	0%	0%	2%	8%	11%
Escorted Students to Junior Day	14	9	33	6	15	15
To take a class	36	27	44	25	23	18
To teach a class	14	0	33	18	23	26
Brought students there	36	46	67	27	31	29
Articulation or faculty discipline/subject meeting	50	18	56	55	46	48
To attend an event	57	36	56	47	62	47
Other	14	36	11	31	23	30

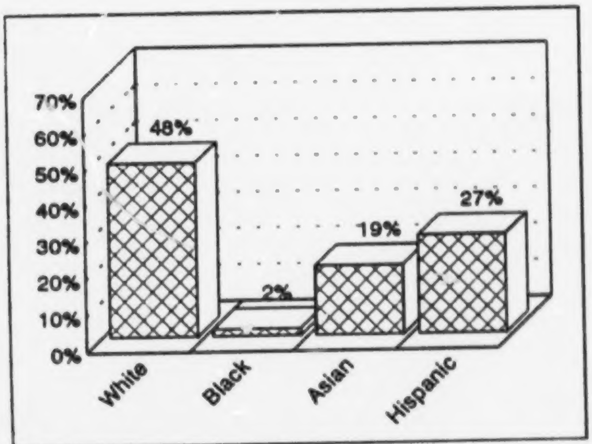
RSC Student Characteristics
1993

Santa Ana Campus

n = 16935



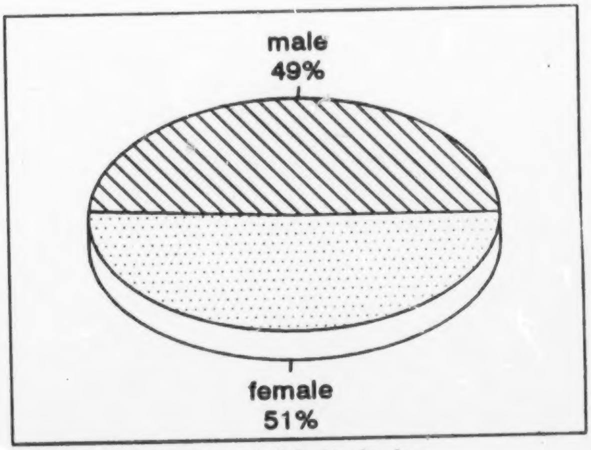
Gender Distribution of SAC Students



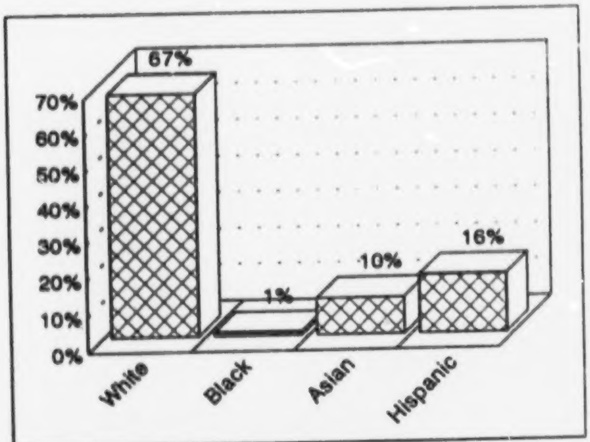
Ethnic Distribution of SAC Students

Orange Campus

n = 6419

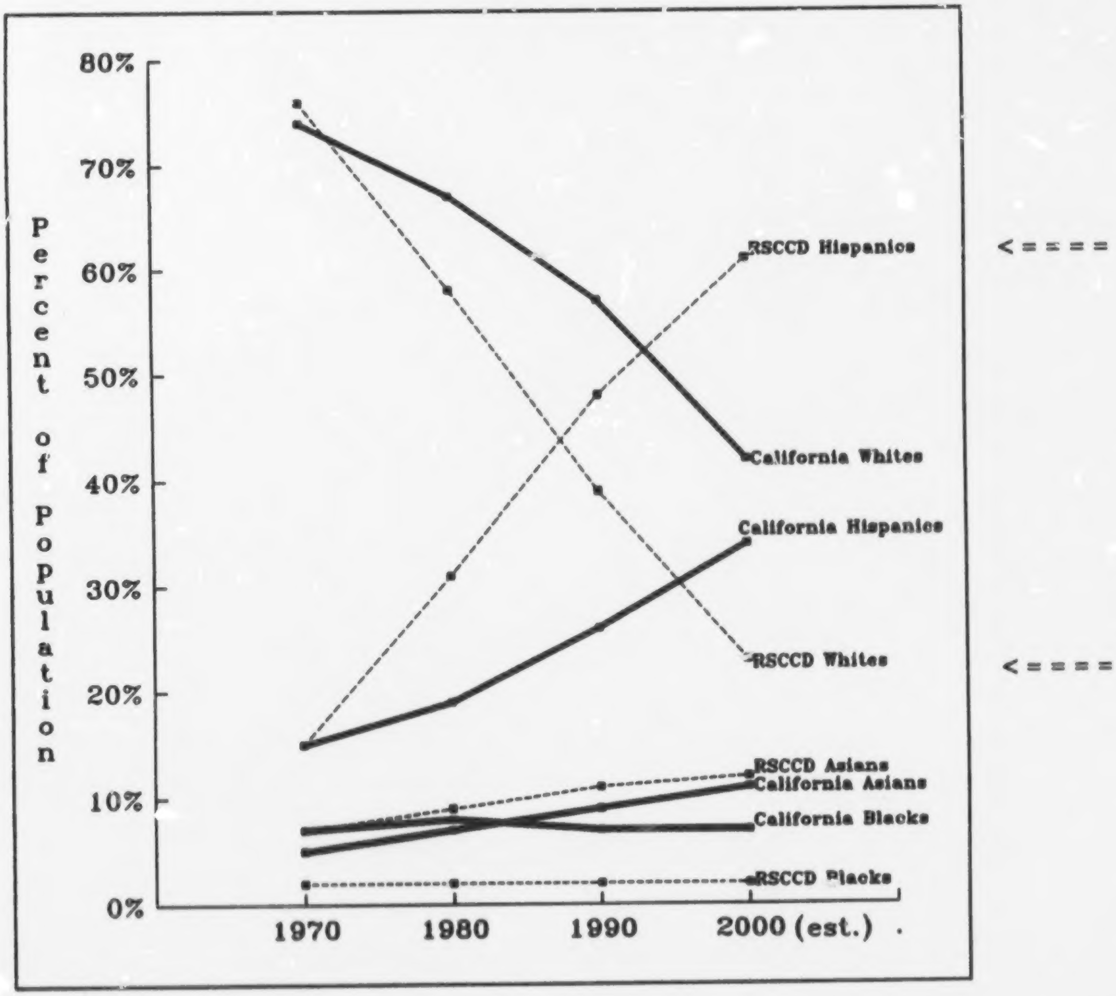


Gender Distribution of OC Students



Ethnic Distribution of OC Students

California & RSCCD Service Area Ethnicity
1970 - 2000

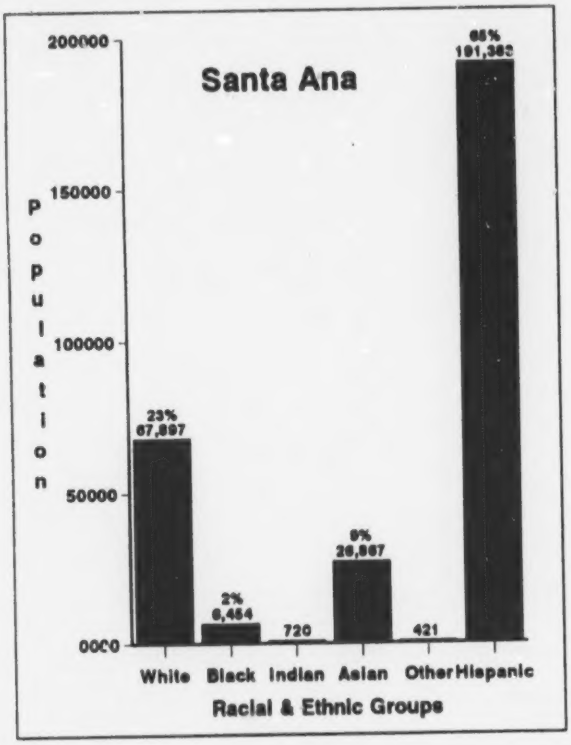


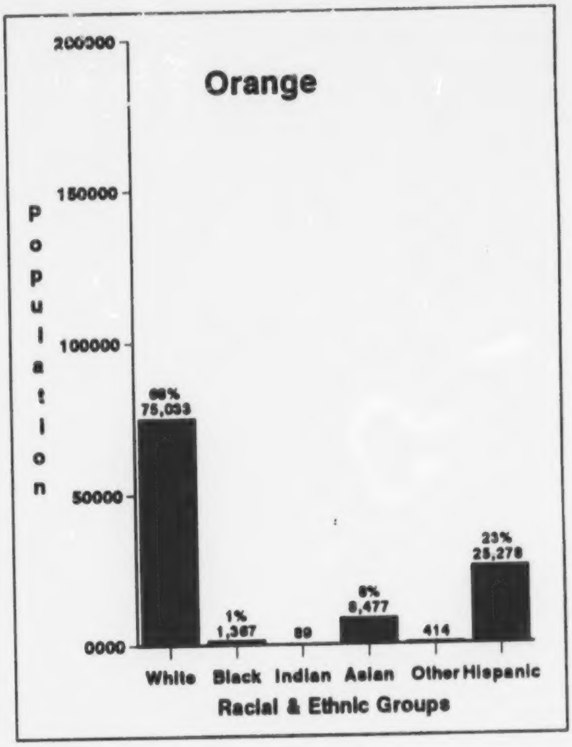
	1970	1980	1990	2000(est.)
California	n=19,877,600	n=23,667,900	n=29,760,021	n=36,259,000
White	74%	67%	57%	42%
Hispanic	15%	19%	26%	34%
Asian & other	5%	7%	9%	11%
Black	7%	8%	7%	7%
RSCCD	n=240,000	n=364,313	n=482,224	n=568,734
White	76%	58%	39%	23%
Hispanic	15%	31%	48%	61%
Asian & other	7%	9%	11%	12%
Black	2%	2%	2%	2%

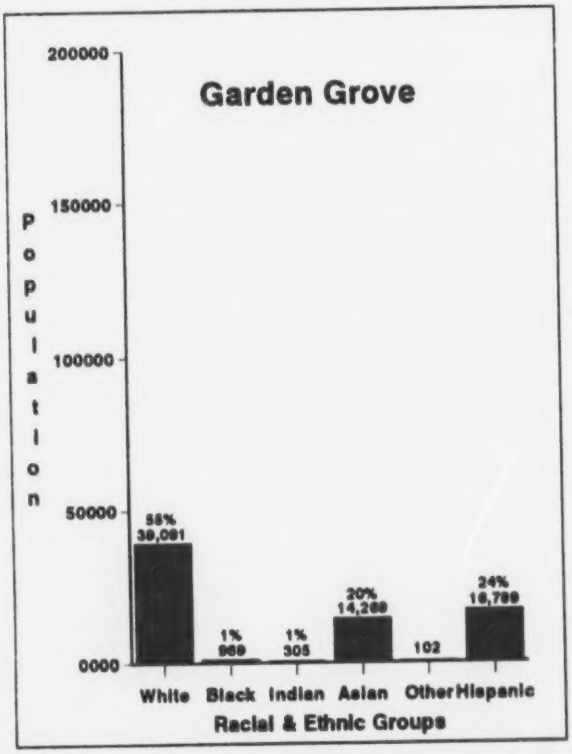
Source: Preliminary RSCCD Population Trends from the 1990 Census, RSC Research Department

RSCCD Service Area Ethnicity

By City - 1990





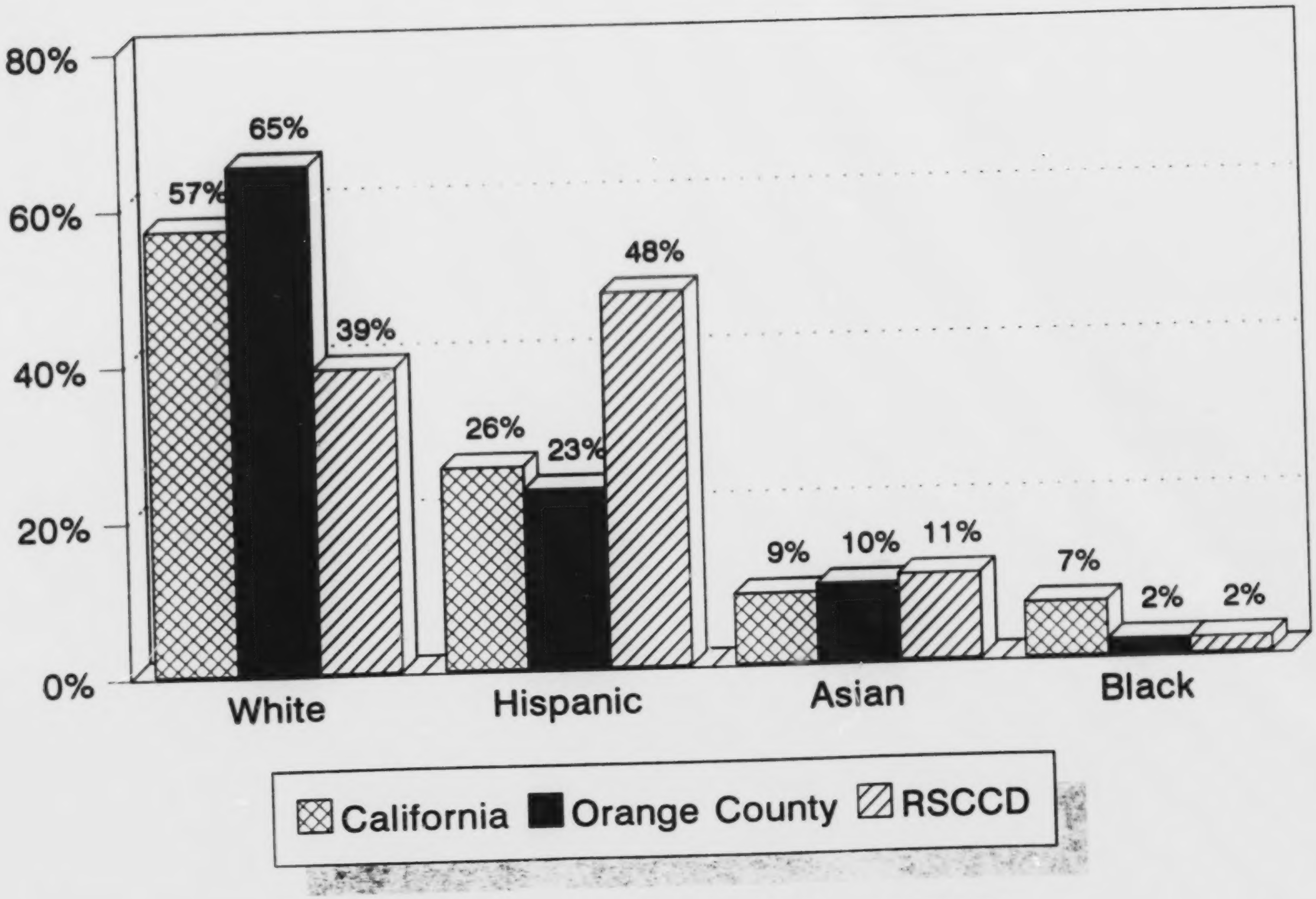


1990
Total Population

Santa Ana	293,742
Orange	110,658
Garden Grove	71,525

Source: Preliminary RSCCD Population Trends from the 1990 Census, RSC Research Department

Ethnic Distributions of California, Orange County, and RSCCD - 1990



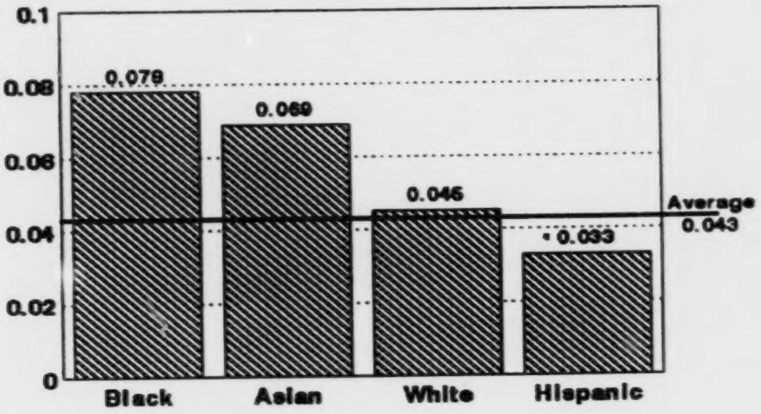
Source: Preliminary RSCCD Population Trends from the 1990 Census, RSC Research Department

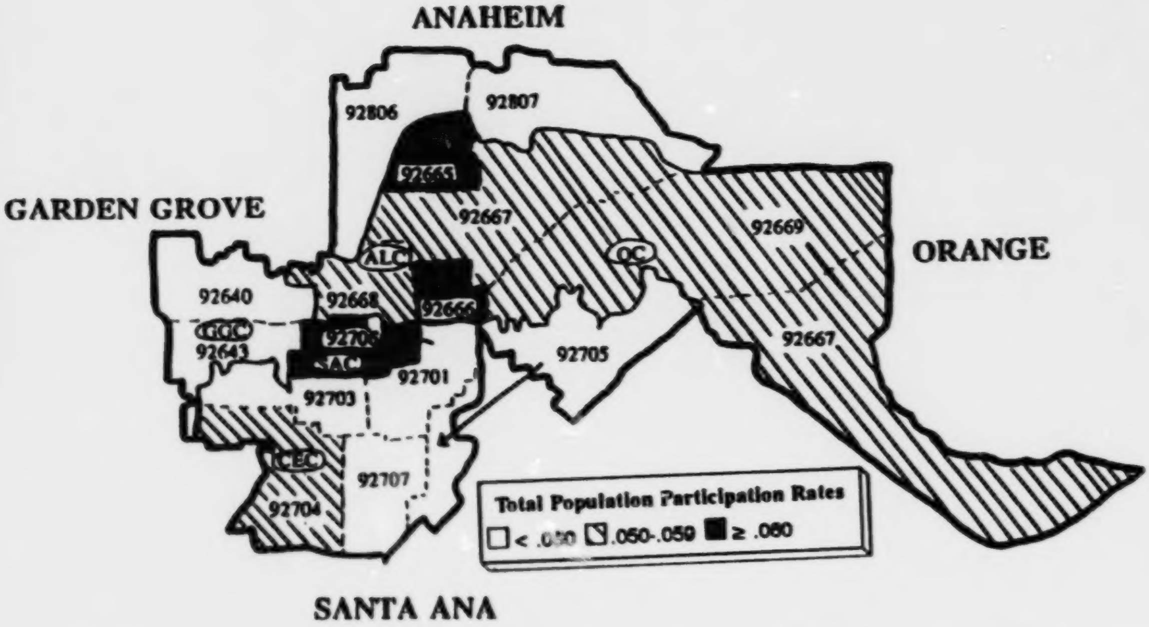
Participation Rates of the RSC Service Area Population at RSC
Fall 1991

	Participation Rate*		
	SAC	OC	Total
White	.076	.041	.045
Black	.074	.013	.078
Asian	.114	.021	.069
Hispanic	.034	.005	.033
TOTAL	**.030**	**.019**	**.043**

*** Number attending RSC per 1000 adult population**

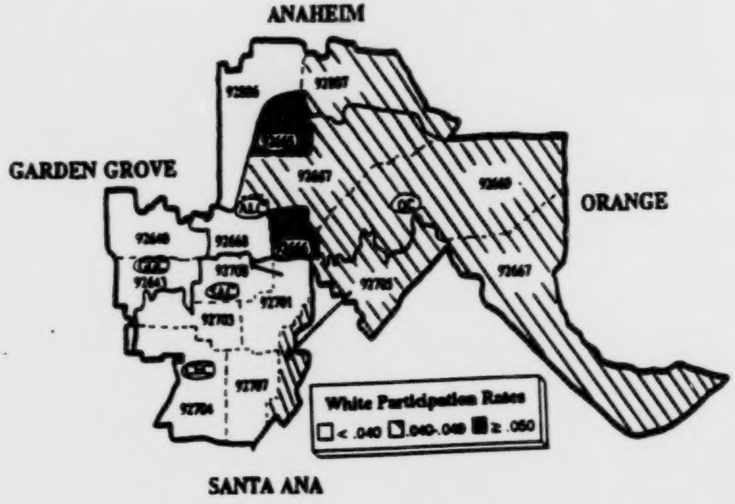
Participation Rates by Ethnicity

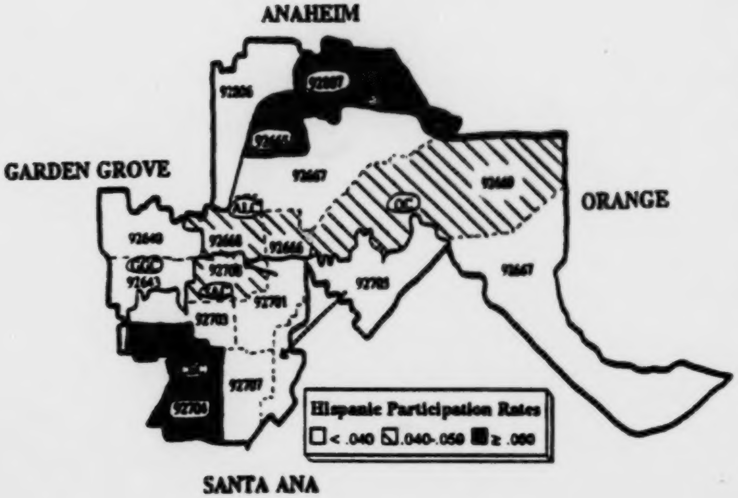


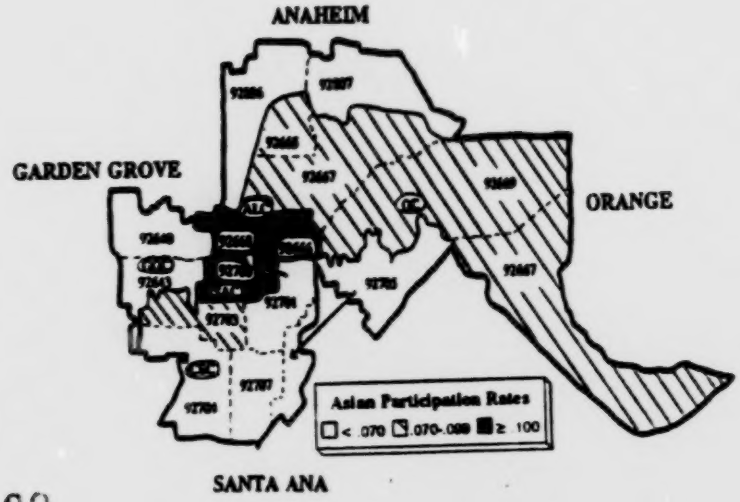

ANAHEIM
GARDEN GROVE
ORANGE
SANTA ANA
92806
92807
92665
92667
92669
ALC
OC
92640
92668
92666
GGC
92706
92643
SAC
92701
92705
92703
CEC
92707
92704
Total Population Participation Rates
□ < .050 ▨ .050-.059 ■ ≥ .060

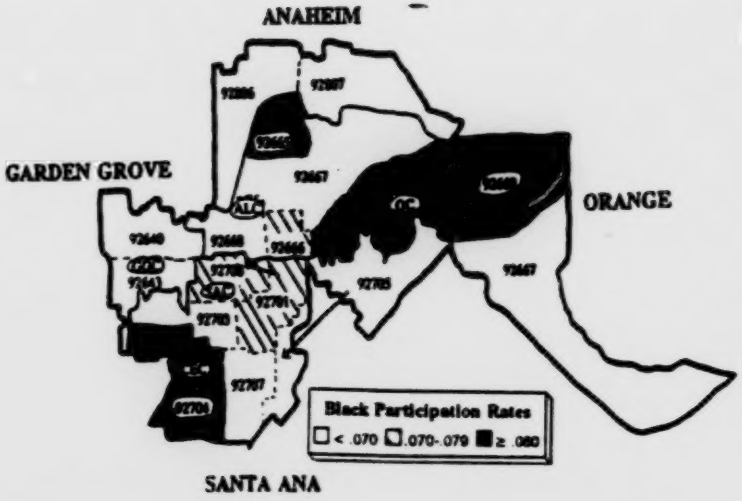
Source: RSCCD Population and Participation - 1990 Census, RSC Research Department

Participation Rates by Ethnicity and Zip Codes


ANAHEIM
GARDEN GROVE
ORANGE
SANTA ANA
White Participation Rates
☐ < .040 ▨ .040-.049 ■ ≥ .050


ANAHEIM
GARDEN GROVE
ORANGE
SANTA ANA
Hispanic Participation Rates
☐ < .040 ▨ .040-.059 ■ ≥ .060


ANAHEIM
GARDEN GROVE
ORANGE
SANTA ANA
Asian Participation Rates
☐ < .070 ▨ .070-.099 ■ ≥ .100


ANAHEIM
GARDEN GROVE
ORANGE
SANTA ANA
Black Participation Rates
☐ < .070 ▨ .070-.079 ■ ≥ .080

Source: RSCCD Population and Participation - 1990 Census, RSC Research Department

Ethnic Distributions

RSC's Research Department receives more inquiries about ethnic distributions than about any other demographic characteristic. This page shows some of those ethnic distributions.

RSC Students:

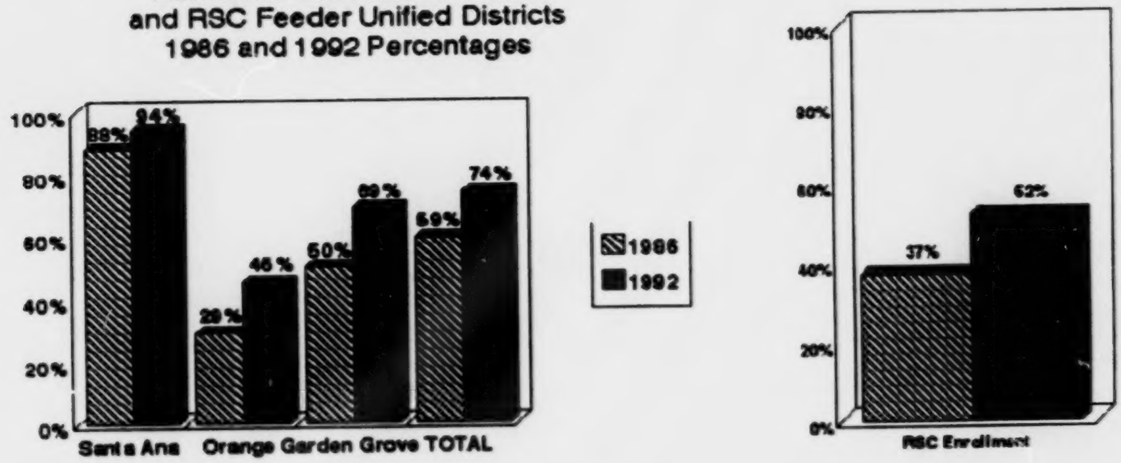
Ethnic Distributions (Fall 1992)

	Day		Night		Both		Full-Time ≥ 8 units		Part-time < 8 units		Age ≤ 21 years		TOTAL	
	n	%	n	%	n	%	n	%	n	%	n	%	n	%
White	5877	48	3735	55	3652	42	3162	38	10102	52	2696	37	13264	48
Hispanic	3535	29	1614	24	2359	27	2543	30	4965	26	2824	38	7508	27
Asian	1542	13	866	13	2067	24	1995	24	2480	13	1217	17	4475	16
Black	437	4	209	3	190	2	246	3	590	3	179	2	836	3
Native Amer.	210	2	117	2	85	1	101	2	311	2	101	1	412	1
Other	291	2	159	2	180	2	157	2	473	2	134	2	630	2
Pac. Islander	73	1	27	-	53	1	53	1	100	1	51	1	153	1
Filipino	200	2	95	1	156	2	153	2	298	2	141	2	451	2
TOTAL	12165	44	6822	25	8742	32	8410	30	19319	70	7343	26	27729	

Overall, RSC's Fall 1992 credit enrollment was 52% non-white. The largest minority group attending RSC is Hispanic, 27% of the total enrollment. Of the full-time and under-22-years-of-age students, the enrollment is more diverse.

Ethnic Distribution Change:

Non-White Enrollment of RSC and RSC Feeder Unified Districts 1986 and 1992 Percentages



The Santa Ana Unified District enrolls the largest percentage of non-white students of any of the districts shown, 94%. The greatest increase in non-white enrollment from 1986 to 1992, however, was in the Garden Grove and Orange Unified Districts. In the last five years, the non-white RSC enrollment has increased 15 percentage points, from 37% to 52%.

Outreach to Underrepresented and Disadvantaged Students

Rancho Santiago College is committed to ensuring that students traditionally underrepresented in higher education and students disadvantaged due to low income, linguistic differences, and non-college educated parents have access to a community college education. To that end, several efforts involve outreach to students enrolled in K-12 schools. Special projects and activities include:

- 5th Grade "College is in My Future" program
- 11th Grade "Junior Day" program
- 12th Grade Early Decision program
- New Freshmen Orientation
- Adelante Mujer Latina
- EOPS Summer College Readiness Program
- "Parents as Partners in Education" annual parent conference
- Meetings for Parents of High School ESL Students
- Undocumented Student Workshops
- Bilingual Financial Aid Workshops
- Staff Development presentations on Undocumented Students and How to Read and Interpret a High School Transcript

On-campus efforts include:

- Chicano/Latino Scholars Program
- Lunar New Year Celebration
- African American Scholars Program
- Cinco de Mayo Celebration
- ACCESS program to transition students from non-credit to credit
- Puente Project
- Transfer Center 100 Club

Our main strategy has been to reach out to potential college students at an early age. To assist in instilling the notion of a college education, we also work intensively with parents so that they may understand the value and importance of a college education. Many parents themselves end up enrolling English language courses in college. A key ingredient to our success has been the outreach staff themselves who serve as bilingual and multicultural role models.

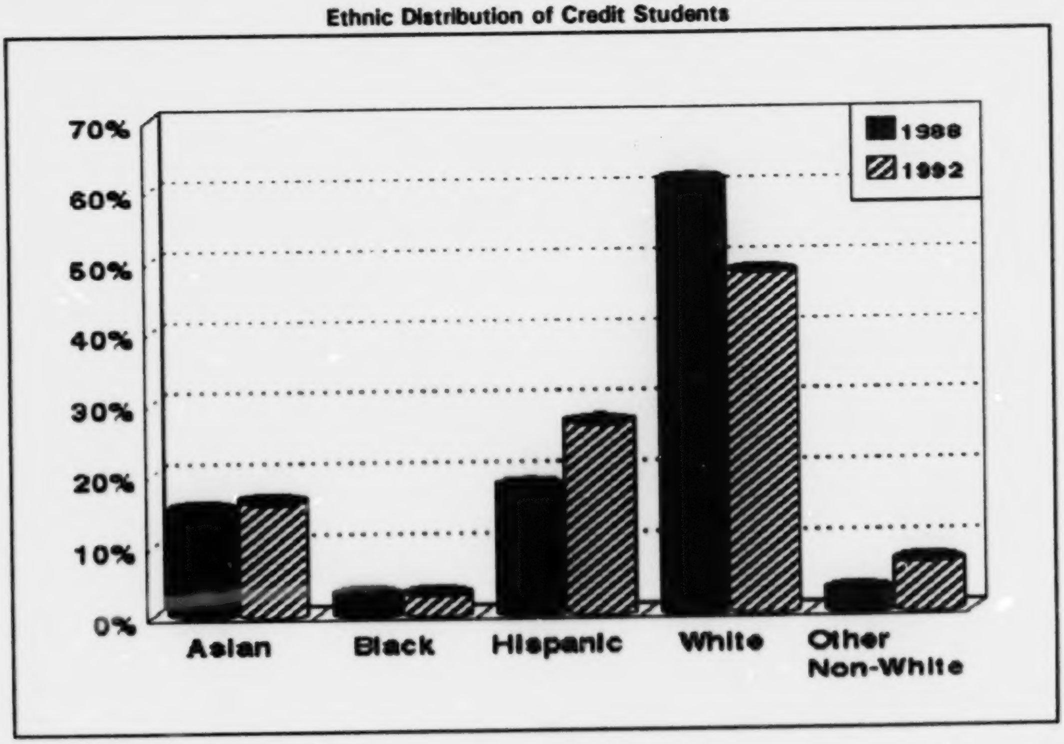
Source: Audrey Noji, Dean of Student Development

Credit Enrollment by Ethnicity

1988-1992

Ethnicity	Fall 1988		Fall 1989		Fall 1990		Fall 1991		Fall 1992	
	n	%	n	%	n	%	n	%	n	%
American Indian	256	1	235	1	286	1	437	2	412	2
Black	702	3	761	3	833	3	950	3	836	3
Asian	3087	15	3280	15	3706	16	4545	16	4475	16
Hispanic	3867	18	4298	20	5546	22	6800	24	7508	27
Filipino	203	1	220	1	270	1	420	2	451	2
White	13143	61	12593	58	13731	55	14897	52	13264	48
Other Non-White	243	1	370	2	528	2	566	2	783	3

Ethnic Distribution of Credit Students



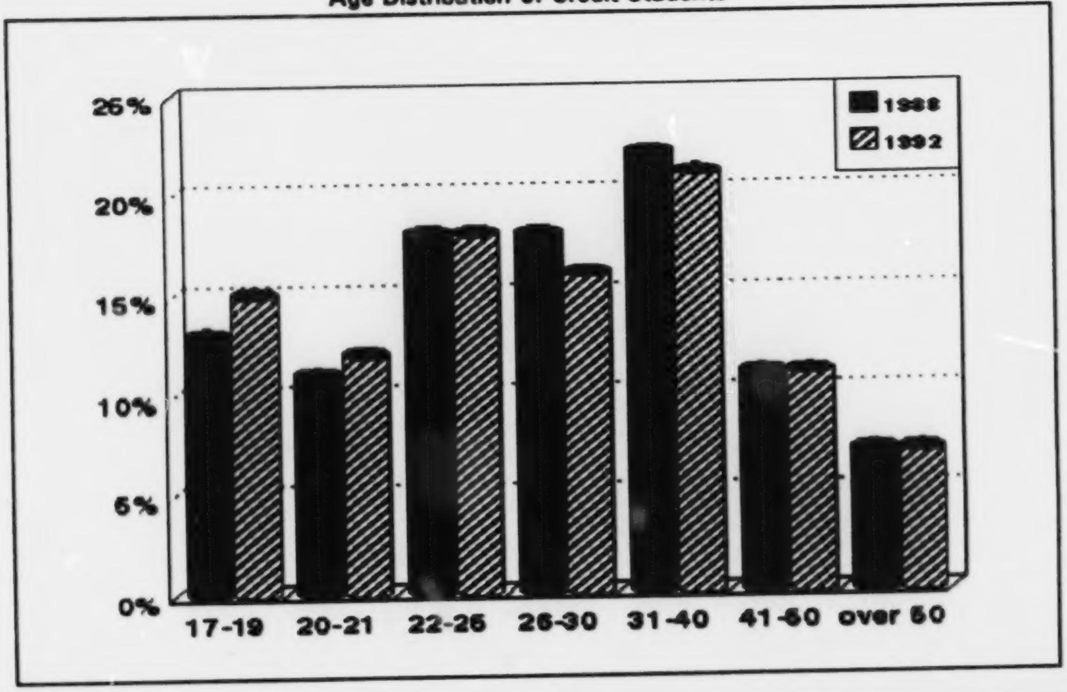
NOTE the increase in Hispanic enrollments

Source: RSC Enrollment Trends & Student Characteristics - Fall 1992

Credit Enrollment by Age
1988-1992

Age	Fall 1988 n	Fall 1988 %	Fall 1989 n	Fall 1989 %	Fall 1990 n	Fall 1990 %	Fall 1991 n	Fall 1991 %	Fall 1992 n	Fall 1992 %
17 and under	419	2	222	1	432	1	518	2	493	2
18	1101	5	1061	5	1202	5	1439	5	1559	6
19	1382	6	1453	7	1693	7	1745	6	1879	7
20 - 21	2410	11	2427	11	2870	12	3267	11	3412	12
22 - 25	3866	18	3760	17	4288	17	4938	17	5059	18
26 - 30	3939	18	3165	14	4433	18	4975	17	4430	16
31 - 40	4442	22	5054	23	5382	21	6374	22	5859	21
41 - 50	2420	11	2752	13	2762	11	3283	12	3114	11
51 - 65	1373	6	1498	7	1514	6	1728	6	1611	6
over 65	279	1	365	2	324	1	348	1	313	1

Age Distribution of Credit Students



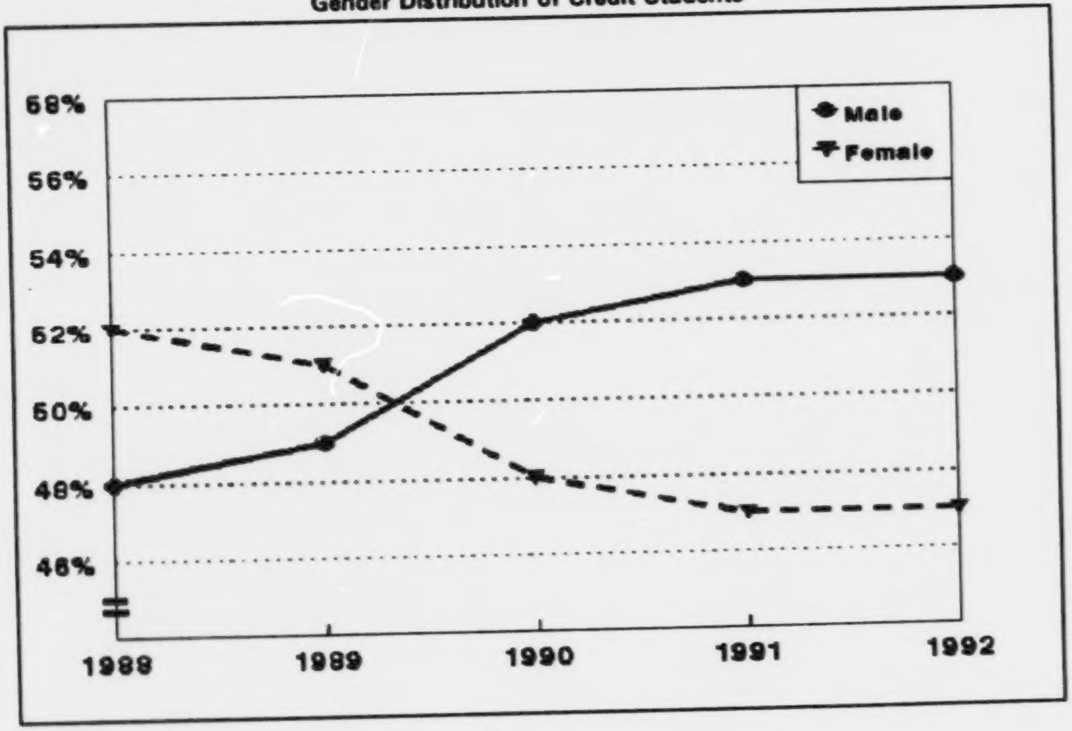
Every age category increased in number, but the proportion of younger students also increased.

Source: RSC Enrollment Trends & Student Characteristics - Fall 1992

Credit Enrollment by Gender
1988-1992

Gender	Fall 1988 n	%	Fall 1989 n	%	Fall 1990 n	%	Fall 1991 n	%	Fall 1992 n	%
Male	10477	48	10794	49	12894	52	15204	53	14820	53
Female	11154	52	10963	51	12006	48	13411	47	12909	47

Gender Distribution of Credit Students



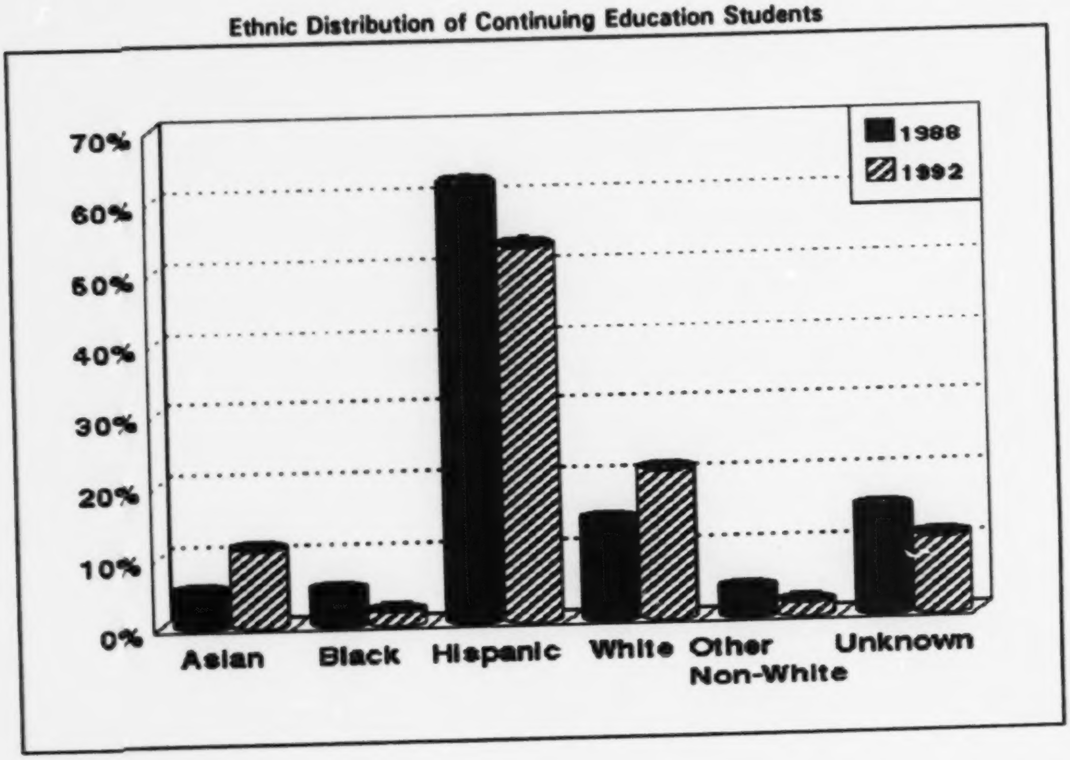
NOTE the decrease in the percentage of female students.

Source: RSC Enrollment Trends & Student Characteristics - Fall 1992

CED Enrollment by Ethnicity
1988-1992

Ethnicity	Fall 1988 n	Fall 1988 %	Fall 1989 n	Fall 1989 %	Fall 1990 n	Fall 1990 %	Fall 1991 n	Fall 1991 %	Fall 1992 n	Fall 1992 %
American Indian	42	1	55	.4	73	.5	113	1	149	.8
Black	121	5	129	1	210	1	360	2	409	2
Asian	665	5	921	5	1493	10	1745	10	1911	11
Hispanic	8223	62	9608	64	9989	64	10483	58	9513	53
Filipino	30	1	41	.3	36	.2	41	.2	37	.2
White	1879	14	2388	15	2767	17	4024	22	3867	21
Other Non-White	214	2	173	1	140	1	145	1	185	1
Unknown	2037	15	1739	12	883	6	1053	6	1959	11

Ethnic Distribution of Continuing Education Students

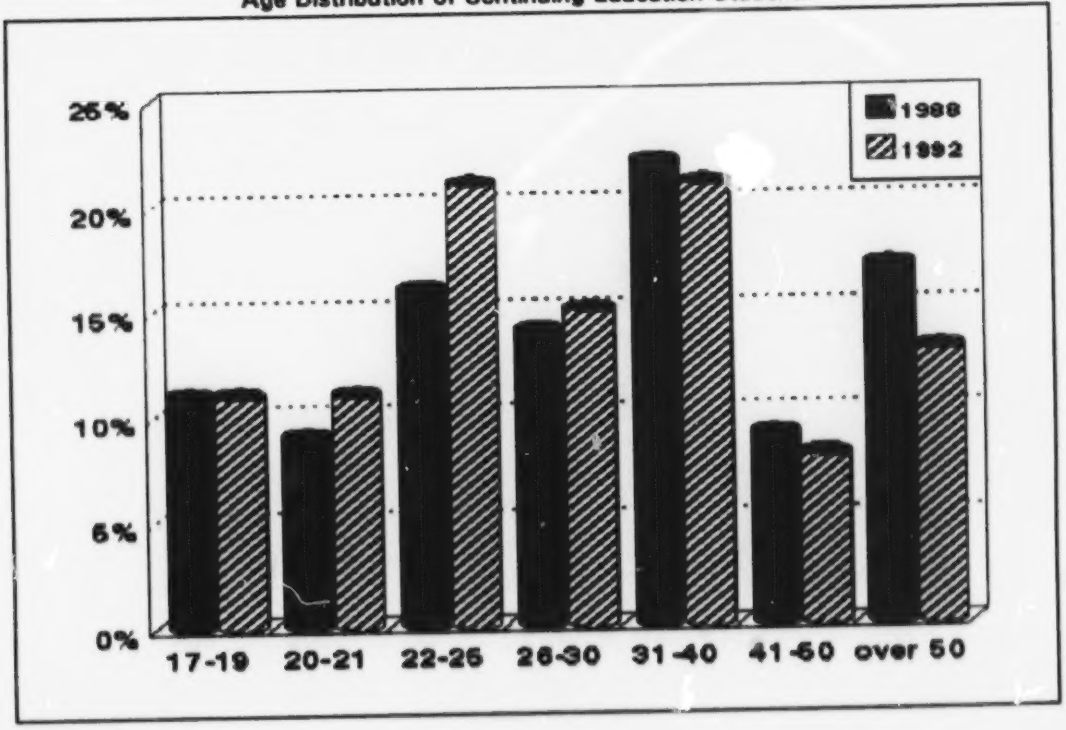


Source: RSC Enrollment Trends & Student Characteristics - Fall 1992

CED Enrollment by Age
1988-1992

Age	Fall 1988 n	Fall 1988 %	Fall 1989 n	Fall 1989 %	Fall 1990 n	Fall 1990 %	Fall 1991 n	Fall 1991 %	Fall 1992 n	Fall 1992 %
17 and under	299	2	215	1	364	2	409	2	430	2
18	549	4	604	4	817	5	696	4	656	4
19	633	5	798	5	929	6	970	5	933	5
20 - 21	1148	9	1542	10	1800	12	2129	12	2026	11
22 - 25	2115	16	2786	19	3055	19	3641	20	3733	21
26 - 29	1862	14	2183	15	2073	14	2680	15	2784	15
30 - 39	2872	22	3103	21	2831	18	3665	20	3709	21
40 - 49	1242	9	1334	9	1130	7	1320	7	1356	8
50 - 64	746	6	752	5	699	5	684	4	688	4
over 64	1716	11	1737	12	1861	12	1727	10	1684	9
unknown	-	-	-	-	32	.2	43	.2	31	.2

Age Distribution of Continuing Education Students

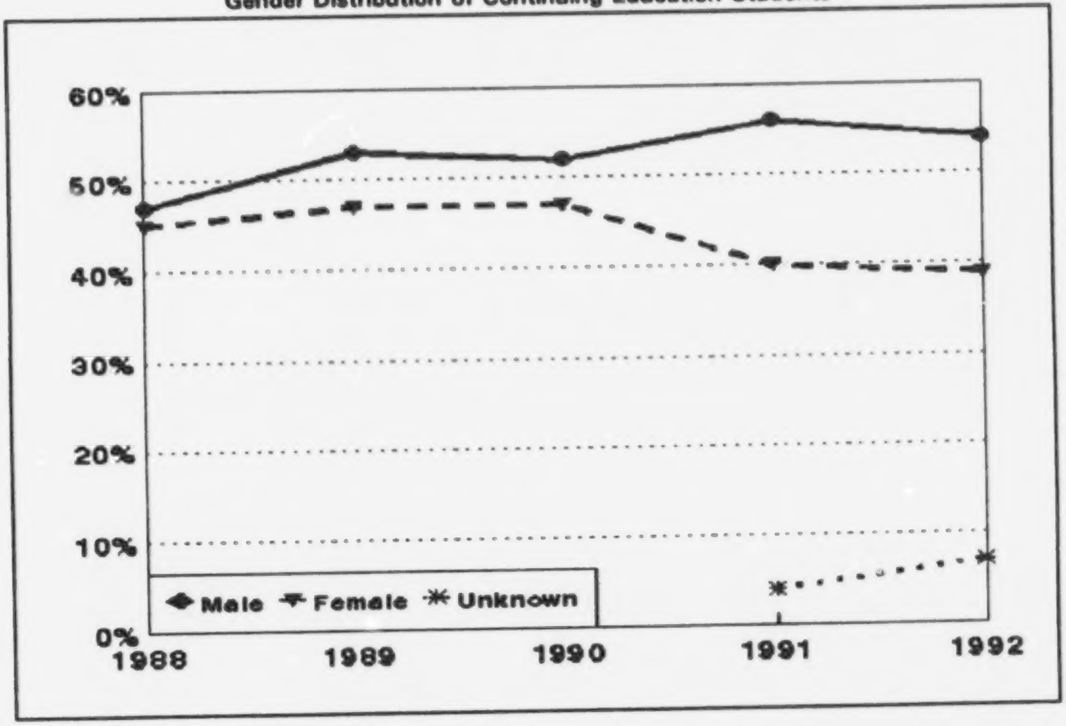


Source: RSC Enrollment Trends & Student Characteristics - Fall 1992

CED Enrollment by Gender
1988-1992

Gender	Fall 1988 n	Fall 1988 %	Fall 1989 n	Fall 1989 %	Fall 1990 n	Fall 1990 %	Fall 1991 n	Fall 1991 %	Fall 1992 n	Fall 1992 %
Male	6192	47	8001	53	8076	52	10047	56	9668	54
Female	5900	45	7053	47	7267	47	7230	40	7040	39
Unknown	-	-	-	-	-	-	687	4	1322	7

Gender Distribution of Continuing Education Students



Source: RSC Enrollment Trends & Student Characteristics - Fall 1992

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*** Student Life and Comfort ***
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  from the 1991-92 Transfer Survey 2-58

Sources

- Counseling Department
- International Student Office
- Student Activities Office
- Student Equity Questionnaire
- Existing statistics and studies:
  - 1991-92 Student Satisfaction Survey
  - 1991-92 Transfer Survey
  - 1991-92 Graduate Student Survey
- Interviews:
  - John Acuna, Counselor
  - David Dobos, Dean of Student Affairs
  - Isaac Guzman, Counselor
  - J.R. Johnson, Director of Safety & Security Department
  - Sara Lundquist, Executive Dean of Student Services
  - Danita Terry, Higher Ground Counselor

2

*** Student Life and Comfort ***

Summary

Questions:

- Do RSC campuses project a friendly, welcoming environment to all students? How is the environment for equity perceived by students?
- Do students experience bias? Are students comfortable in the environment on campus?
- What services does the college provide to promote student equity?

Conclusions:

- **RSC is a friendly, welcoming place for most all students.** The questionnaire responses and interviews overwhelmingly indicated this.
- The majority of students expressed a feeling of enrichment from participating in such a diverse environment.
- The focus on diverse students is pervasive at RSC, resulting in innumerable special programs and efforts which are credited with enhancing such a comfortable environment for students.
- The only ethnic group that expressed notable dissatisfaction was the Asian group. In questionnaire and interview responses, a need was identified to further study why many Asian students expressed a lesser degree of satisfaction than other groups of students. There were repeated reports of behavior offensive to Asian students.
- There were several student respondent comments suggesting that more of a focus be placed on older, non-traditional-college age students.
- Whereas the majority of students were very positive about the diversity at RSC, a few vocal students expressed "backlash" opinions that too much attention was being placed on special student groups.
- The reported incidences of overt discrimination and bias were few, except for those anecdotal remarks about discrimination towards Asian students.

Recommendations:

- Specific activities, which reportedly enhance student success, recommended to be implemented, include:
    - a responsive Chicano Studies Program;
    - extended library hours;
    - course study groups encouraged by faculty;
    - more Counseling services; and
    - a variety of types of child care.

- The "backlash" issue needs to be directly addressed by the instructor in the classroom, with sensitivity, through open discussion, direction, and promoting understanding through the use of, for example, course study groups.

- The feelings of alienation expressed by Asian students needs to be addressed. Faculty and staff development activities focussing on understanding and communicating with the many groups of Asian students is one way to help to respond to the concerns identified in this study.

- Student clubs should be encouraged to conduct collaborative events and these activities.

- Wide dissemination of the results of this study will enhance awareness of hitherto unknown concerns.

- Continue to develop and maintain a variety of programs and activities focussed on enhancing student life, remembering also the needs and interests of older, non-traditional-college-age students.

- Educate students about sexual harassment, its definition, how it can be reported, and appropriate gender-role behavior.

RSC Student Services Programs Oriented Toward Diversity

Purpose & Activities	Funded/Sponsored By	# of Participants/Frequency/Outcomes
ACCESS To provide student services and instruction for students in the non-credit program and facilitate their transition to the college credit program. Activities include outreach to the students in non-credit classes, assistance in enrolling in credit classes, curriculum and courses designed to "bridge" the credit and non-credit program, and intensive follow-up and counseling once the students are on the college campus.	Rancho Santiago College (formerly a Title III grant)	200-250 students per year
ADELANTE MUJER Aspirations conference for Latina students and their mothers.	VATEA	500-600 participants
ARTICULATION COUNCIL To increase high school and community college faculty-to-faculty articulation of courses and sharing of information about the teaching and learning process. Activities include the formation of work groups by discipline to review curriculum, plan collaboratively, and work closely in articulation efforts.	On-going in-kind contributions from both Rancho Santiago College & Santa Ana Unified School District	2,500 + students per year Nearly 50 competency based courses have been articulated and numerous innovative partnership programs involving teaching, assessment, parent education, and planning have been implemented.
AWARENESS FOR PARENTS OF ESL STUDENTS To inform parents of high school ESL students about the programs and services available at Rancho Santiago College. Activities include tri-lingual presentations at local high schools in the evening for parents, teachers, and interested students. (Part of our Outreach Program)	Rancho Santiago College; Santa Ana Unified School District; University of California, Irvine; Santa Ana 2000 & City of Santa Ana	1000 students per year

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Purpose & Activities	Funded/Sponsored By	# of Participants/Frequency/Outcomes
CALIFORNIA ALLIANCE FOR MINORITY PARTICIPATION (CAMP) To increase enrollment and retention of underrepresented students in university level biological and physical sciences and engineering; includes mentoring and linking of RSC students with UC system.	National Science Foundation/ University of California System	Approximately 10
CAREER BEGINNINGS To work with high school juniors through their senior year and ensure that they stay in school and go on to college. Activities include a summer program on campus between their junior and senior year, a good summer job, one-on-one mentors from the community, and year-long activities during the high school senior year to assist with choosing and applying for college, obtaining financial aid, learning about careers and majors, and understanding what college is all about.	City of Santa Ana Block Grant; Rancho Santiago College; & JTPA	200 students per year 95% graduate and enroll in college
CHICANO/LATINO DISTINGUISHED SCHOLARS PROGRAM To recognize the achievement of Chicano/Latino students who have earned a 3.0 GPA or better and to assist them in transferring to 4-year colleges. Activities include an honors ceremony each year for students and their families as well as trips to colleges and universities and information on transfer opportunities.	Rancho Santiago College	400+ students per year
ECLOSION PROGRAM To increase the numbers of bilingual teachers available and to offer opportunities for bilingual aides to become teachers. Activities include outreach to future teachers in the schools, a class at the college, Careers in Teachings, counseling and follow-up, and in some program, payment of all books and fees. Collaborative efforts include the unified school districts, community colleges, and public and private 4-year colleges.	Philip Morris Foundation	30 per year

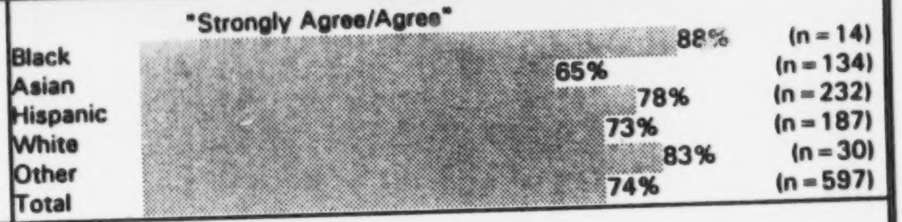
Purpose & Activities	Funded/Sponsored By	# of Participants/Frequency/Outcomes
EOPS The EOPS staff identifies, recruits, supports, and monitors the progress of economically and educationally disadvantaged students. EOPS provides equal access to education through support services. The following services are available to qualified EOPS students: EOPS grants, book grants/loans, counseling services, peer advisement, tutoring services, college readiness program, CARE program, financial aid information/assistance, transfer assistance/fee waiver, basic skills classes, career guidance, etc.	California Community College Chancellor's Office EOPS funding & Rancho Santiago College funding	935 students per year Retention rate for current cohort is 98.5% for first semester and maintains a 70% rate subsequently.
HIGH SCHOOL OUTREACH & EARLY DECISION PROGRAM To prepare seniors in feeder high schools for their college programs and provide orientation, assessment, and placement activities early in the Spring preceding college enrollment. Activities consist of assistance in the application for college and financial aid, orientation, assessment at the high school site, and small group advisement with counselors.	Rancho Santiago College & Matriculation funding	800-900 students per year
HIGHER GROUND To increase college retention among low-income minority students attending institutions of higher learning and extend the two years of successful involvement of high school juniors and seniors in the Career Beginnings program. Activities include ongoing relationships with college adult mentors, an intensive summer component, assistance in facilitating the transfer to 4-year colleges and universities, intensive follow-up and counseling.	Rancho Santiago College & Center for Corporate and Educational Initiatives (PEW Charitable Trust Clearinghouse)	150 students per year Program has achieved a 95% retention rate for students remaining in college one full year.
MOBILE HIGHER EDUCATION CENTER Van takes information about nine local two and four year colleges to locations such as churches, community centers, and shopping malls.	U.S. Department of Education Talent Search/ CSUF is funded agency	

Purpose & Activities	Funded/Sponsored By	# of Participants/Frequency/Outcomes
NEW HORIZONS Services to disadvantaged vocational students, counseling, tutoring, testing, job development.	VATEA & Rancho Santiago College district funds	700+ students per year
PARTNERSHIP FOR REFORM IN SCIENCE AND MATH (PRISM) To approve student achievements and career awareness in math/science and enhance teacher knowledge and skills.	National Science Foundation/ UC, Irvine	Widespread inservice of hundreds of teachers about Math & Science curriculum. Also tracks students' success.
PROJECT PRIDE To provide positive alternatives to gang and drug involvement for city youth.	City of Santa Ana	Parent conferences and activities are held at RSC.
PUENTE PROGRAM To increase the retention of Chicano/Latino students in college and assist them in gaining the skills and preparation needed for transfer to 4-year institutions. Services include community adults as mentors, and partnership efforts between faculty and counselors in improvement of writing skills.	A California State University System program. RSC activities funded by RSC.	100 per year Students in the project have a 98% retention rate for a two year period and transfer at a rate of 25%.
STEP To increase intersegmental collaboration and form partnerships which promote cooperation among the community college, unified school district, UC and Cal State systems. All entities work together in offering services to students. For example, RSC provides tutoring in math to intermediate school students.	A coordinating body of many funded programs.	
SUMMER BRIDGE PROGRAM Provides academic classes, skills, workshops, campus orientation and personal management workshops for freshman and transfer students about to enter CSUF.	California State University System	

Purpose & Activities	Funded/Sponsored By	# of Participants/Frequency/Outcomes
TRANSFER CENTER "100 CLUB" To provide intensive follow-up and progress monitoring of underrepresented students who intend to transfer. Activities include progress check, application workshops, trips to colleges, college information newsletters, visits with 4-year representatives, and counseling.	General Revenue Fund (formerly AB1725 funds)	200 students per year Students in the project have a 98% retention rate for the first semester in college and 75% retention rate in the second semester.
5TH GRADE TOUR PROGRAM To increase awareness of elementary school age children and to encourage them to consider attending Rancho Santiago College. Activities consist of a parents' night, visitations and tours of the campus for children, their teachers and their families, a photo of each child to take home.	Matriculation funding and Santa Ana Unified School District	4000 per year
URBAN PARTNERSHIP PROGRAM/NETWORKS Brings our regions' major educational business and civic organizations together to work collaboratively on improving the K-16 educational system to enhance the success of at-risk students.	Ford Foundation	Coordinates many of our programs. Over 1000 faculty and student participants in year one.

Questions Revealing Problems for Asian Students (Student Equity Questionnaire)

RSC enjoys a reputation of quality in my home community. (item18)



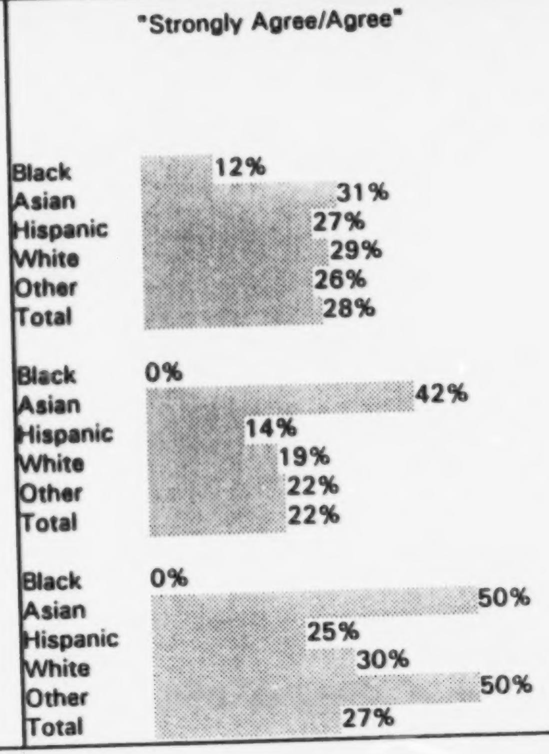
I do not participate in social activities on the campus because I feel that I do not belong. (item32)

27% of the total respondents "strongly agree/agree"

Santa Ana Campus

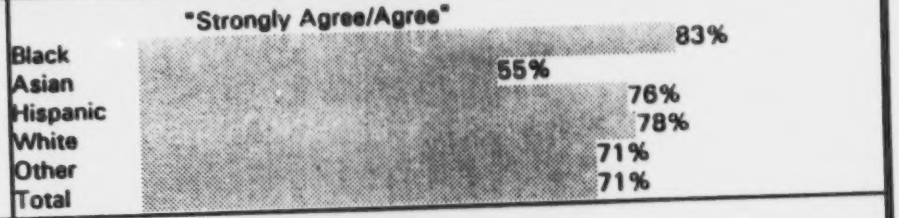
Orange Campus

Centennial Education Center

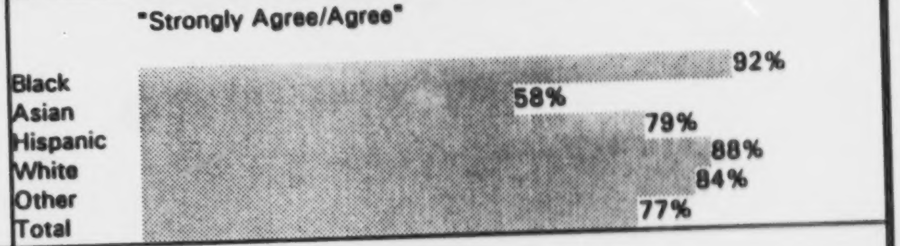


Questions Revealing Problems for Asian Students (Student Equity Questionnaire)

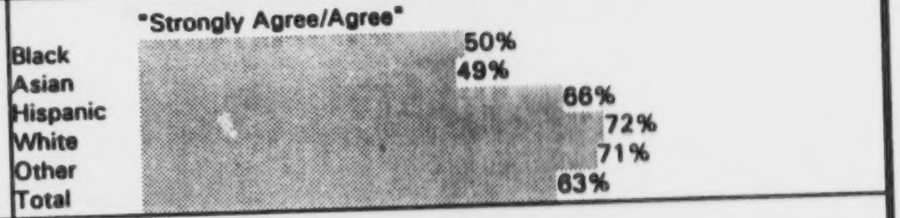
I am not reluctant to tell people I go to school here. (item19)



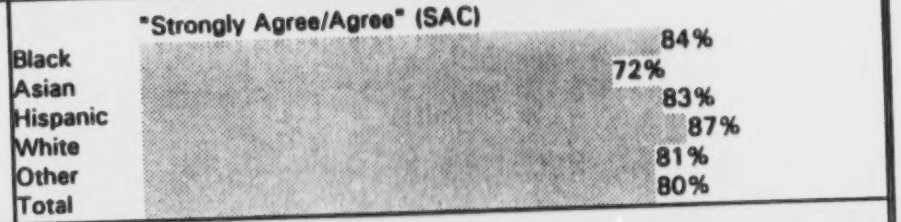
My instructors do not show any partiality to students on the basis of ethnicity or gender. (item37)



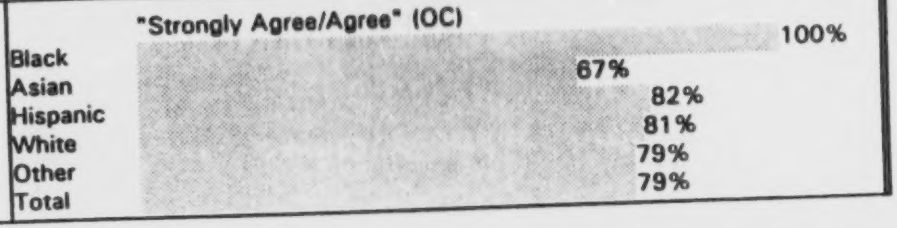
My instructors refer to contributions made by women and diverse persons in the field of study. (item38)



RSC is sensitive to the needs of students of all backgrounds. (item39)



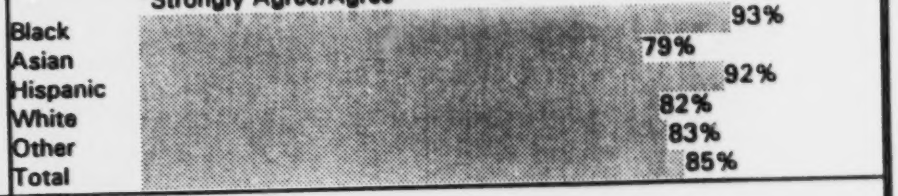
If I were starting over, I would attend RSC. (item43)



Questions Revealing Problems for Asian Students (Student Equity Questionnaire)

I feel comfortable at RSC and have a sense of belonging. (item45)

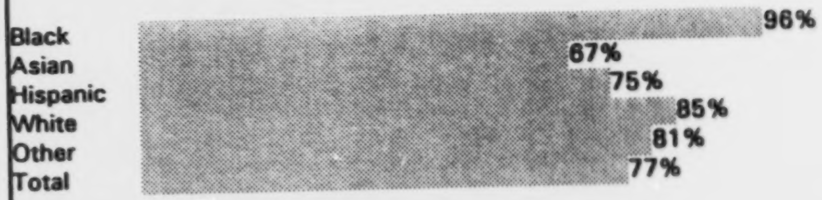
"Strongly Agree/Agree"



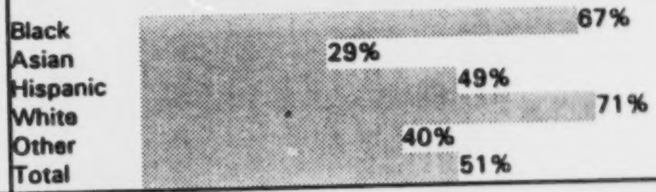
My instructors appear to be sensitive to the needs of students...

"Sometimes"

...in general. (item84)



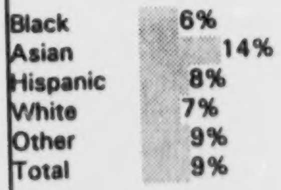
...of my ethnic group. (item86)



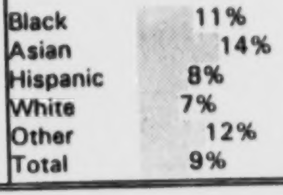
I have seen or heard about racist attitudes displayed by...

"Sometimes"

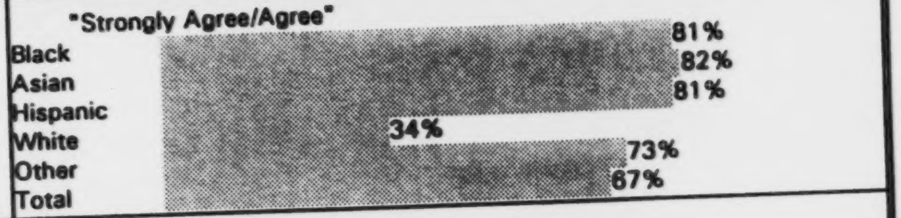
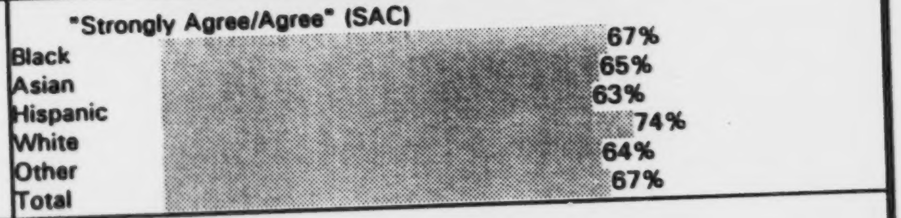
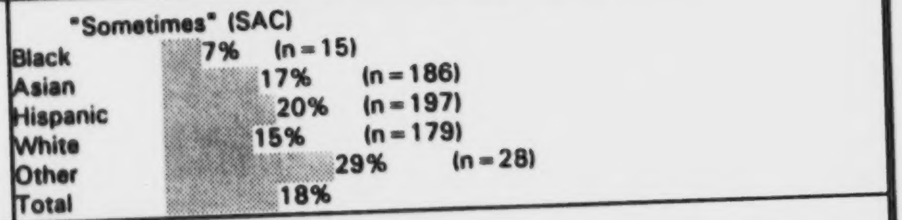
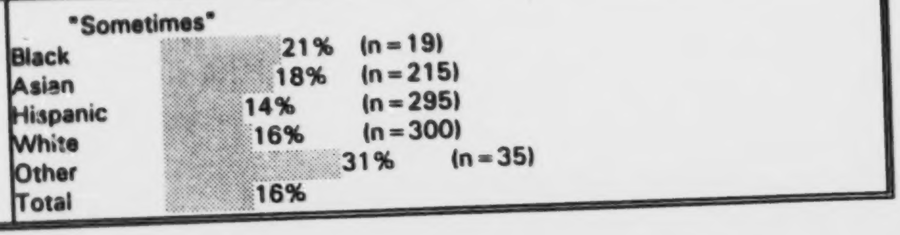
...campus personnel of other ethnic groups. (item115)



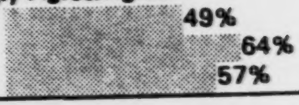
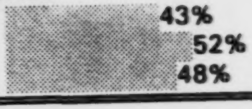
...instructors of other ethnic groups. (item117)



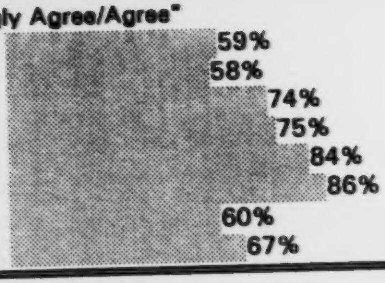
Questions Revealing Differences Among Ethnic Groups (Student Equity Questionnaire)

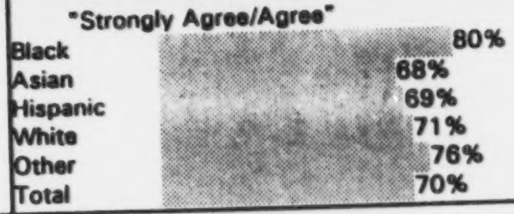
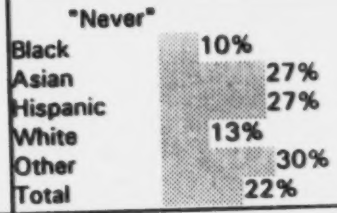
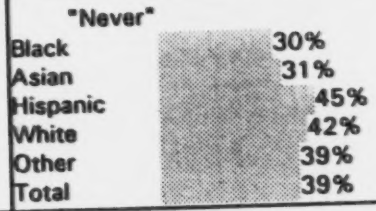
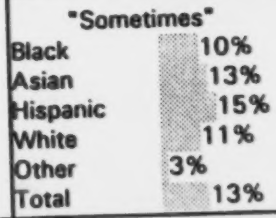
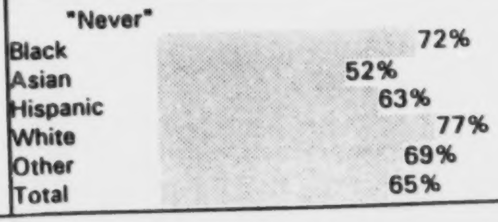
More consideration should be given to the needs and interests of ethnically diverse RSC students. (item26)	
Social or interest groups on this campus are primarily determined by race and/or ethnic background. (item34)	
I have seen or heard about racist behavior initiated by: students of other ethnic groups. (item112)	
I have seen or heard about racist attitudes displayed by: students of other ethnic groups. (item119)	

Questions Revealing Differences Among Gender Groups (Student Equity Questionnaire)

More consideration should be given to the needs and interests of female students. (item29)	"Strongly Agree/Agree" 		
	Male	49%	(n=214)
	Female	64%	(n=316)
	Total	57%	(n=530)
My instructors appear to be sensitive to the needs of students: of my sex. (item85)	"Sometimes" 		
	Male	43%	
	Female	52%	
	Total	48%	

Questions Revealing Differences Among Age Groups (Student Equity Questionnaire)

More consideration should be given to the needs and interests of older students. (item28)	"Strongly Agree/Agree" 		
	≤18	59%	(n=41)
	19-22	58%	(n=244)
	23-30	74%	(n=207)
	31-40	75%	(n=91)
	41-50	84%	(n=37)
	51-60	86%	(n=12)
	>60	60%	(n=3)
	Total	67%	(n=635)

Other Issues (Student Equity Questionnaire)	
The opportunities to receive campus assistance when I am discriminated against because of my race, ethnicity, or sex are available to me on this campus. (item59)	
Interacting with my instructors is easy when I: arrange to discuss issues outside of class. (item89)	
When I interact on campus with students who are different from myself, it is through: study sessions outside of class. (item94)	
I have been treated rudely on campus by: campus personnel. (item102)	
I have seen or heard about campus events where: specific ethnic groups are portrayed negatively. (item104)	

Other Issues (Student Equity Questionnaire)	
I have seen or heard about racist behavior initiated by: instructors of other ethnic groups. (item 110)	"Sometimes" Black 20% Asian 13% Hispanic 8% White 7% Other 6% Total 9%

Discrimination/Bias Experienced by RSC Students
(Student Equity Questionnaire)

Have you ever been the victim of discrimination or bias at RSC due to any of the following?

Bias Experienced	Victim of Discrimination
Ethnicity	n
Black	2
Asian	36
Hispanic	32
White	20
Other	4
Age	
≤18	6
19-22	24
23-30	11
31-40	3
41-50	0
51-60	4
60 +	1
Gender	
male	17
female	32
Disability	
yes	2
no	20

Students' Assessment of Campus Climate

(Student Equity Questionnaire)

	Percent Distribution and Average Rating for Responses by Ethnicity (responses reported on a 1-5 scale, 1 = most positive response/5 = most negative response)					
	1	2	3	4	5	Average Rating
	Relaxed				Tense	
Black n=23	52%	22%	22%	4%	0%	2.0
Asian n=223	27	31	32	8	2	2.4
Hispanic n=307	50	30	16	4	1	1.8
White n=321	33	38	23	3	2	2.0
Other n=42	41	41	14	5	0	1.6
	Friendly				Hostile	
Black	33	25	29	13	0	2.0
Asian	22	38	31	6	2	2.6
Hispanic	44	32	20	3	1	1.9
White	30	41	24	5	1	1.9
Other	22	49	24	5	0	2.2
	Cooperative				Competitive	
Black	35	39	13	13	0	2.0
Asian	19	34	35	9	3	2.7
Hispanic	36	37	22	4	2	2.1
White	27	42	23	5	2	2.0
Other	22	37	29	10	2	2.4
	Socially Integrated				Socially Separated	
Black	39	17	22	17	4	1.0
Asian	17	25	42	12	5	2.7
Hispanic	39	29	22	8	2	2.2
White	32	30	24	9	6	2.2
Other	32	27	32	7	2	2.5
	Communicative				Reserved	
Black	33	17	29	13	8	3.0
Asian	22	30	34	12	3	2.7
Hispanic	41	26	26	6	1	2.2
White	26	35	28	9	2	2.2
Other	18	40	33	8	3	2.4
	Concerned				Indifferent	
Black	13	33	38	8	8	3.0
Asian	18	29	41	11	2	2.9
Hispanic	32	32	27	6	3	2.2
White	22	33	34	10	2	2.4
Other	15	33	33	15	5	2.7

Students' Assessment of Campus Climate (Cont.)

	Percent Distribution and Average Rating for Responses by Ethnicity (responses reported on a 1-5 scale, 1 = most positive response/5 = most negative response)					
	1	2	3	4	5	Average Rating
	Inclusive				Exclusive	
Black	22%	17%	48%	9%	4%	2.0
Asian	16	21	47	13	3	2.8
Hispanic	25	31	35	7	2	2.5
White	17	33	38	9	2	2.5
Other	13	35	38	10	5	2.4
	Sensitive				Insensitive	
Black	25	25	33	13	4	2.0
Asian	18	29	41	10	2	2.7
Hispanic	28	35	25	9	3	2.3
White	20	38	34	8	1	2.2
Other	15	28	50	8	0	2.4
	Liberal				Conservative	
Black	26	30	26	17	0	2.0
Asian	21	29	39	9	2	2.7
Hispanic	32	29	28	8	4	2.1
White	24	35	33	6	3	2.1
Other	18	26	45	8	3	2.7
	Improving				Worsening	
Black	33	29	25	8	4	2.0
Asian	24	34	32	7	3	2.5
Hispanic	38	33	21	5	3	1.9
White	22	37	30	7	4	2.2
Other	25	35	33	5	3	2.4
	Harmonious				Racist	
Black	29	29	25	8	8	2.0
Asian	15	34	41	8	3	2.8
Hispanic	30	33	28	7	2	2.3
White	20	35	33	11	1	2.3
Other	13	39	41	8	0	2.6
	Respected				Disrespectful	
Black	33	25	33	8	0	2.0
Asian	20	36	33	9	3	2.5
Hispanic	39	30	23	6	2	2.2
White	23	39	28	8	2	2.3
Other	22	29	37	7	5	2.6

Students' Assessment of Campus Climate (Cont.)

	Percent Distribution and Average Rating for Responses by Ethnicity (responses reported on a 1-5 scale, 1 = most positive response/5 = most negative response)					
	1	2	3	4	5	Average Rating
	Admired				Resented	
Black	33%	25%	29%	13%	0%	2.0
Asian	18	33	37	11	1	2.7
Hispanic	29	33	30	6	2	2.2
White	17	34	37	11	1	2.5
Other	12	42	24	20	2	2.6
	Successful				Unsuccessful	
Black	33	33	25	8	0	3.0
Asian	21	37	33	9	0	2.6
Hispanic	36	36	24	4	1	2.0
White	25	39	31	4	1	2.2
Other	25	33	35	8	0	2.3
	Intelligent				Unintelligent	
Black	25	42	25	8	0	2.0
Asian	16	32	41	10	1	2.8
Hispanic	35	40	20	4	2	2.0
White	25	41	26	7	1	2.2
Other	23	41	31	5	0	2.5
	Valued				Demeaned	
Black	29	33	25	13	0	2.0
Asian	18	36	40	6	1	2.5
Hispanic	36	35	23	4	2	1.9
White	23	38	30	8	1	2.2
Other	15	40	45	0	0	2.6
	Appreciated				Worthless	
Black	42	17	29	13	0	2.0
Asian	22	35	33	7	3	2.5
Hispanic	43	34	17	4	2	1.8
White	25	41	28	6	1	2.2
Other	20	38	35	8	0	2.7

In most cases, Hispanic students rated the campus climate more positively than other groups, and Asians rated it more negatively.

Summary of Interviews of Selected Staff

- Interviewees perceived that students on the whole are very comfortable at RSC campuses and that the climate for equity is very positive. The many special programs at RSC for special groups have contributed to this climate.
- There have been very few incidences that could be called hate crimes or "ethnic slur" activities, fewer reportedly than other colleges experience. Occasionally there is graffiti found in men's restrooms that reflects negatively on women, but it is immediately removed.
- A few students have reportedly perceived, on occasion, a few faculty members as unapproachable. This was attributed to extreme sensitivity of some disadvantaged students, who may have lower self-esteem than others.
- The Black Student Union has expressed a request for more support from the college.
- There have been isolated reports of discrimination against academically underprepared students.
- The recent budget cuts have been damaging to the climate insofar as services for night students have decreased; the Friday, week-end, and library closings have left disadvantaged students with "no place to go", and the impact of an emerging, difficult environment for staff is overflowing to affect students.
- There is a need to develop coping, assertion, self-esteem, and leadership skills for underrepresented students and classified staff, two groups who reportedly suffer from some discrimination and lack of empowerment at RSC.
- The shortage of course sections in ESL is of serious concern and needs to be addressed.
- Courses that are perceived as potential stumbling blocks to transfer for underrepresented students include those in the disciplines of Math, Political Science, and Psychology. The broadening of the curriculum and delivery modes to include multi-cultural perspectives attention to a variety of learning styles needs to continue.
- Complaints have been heard about some students' inability to understand Math tutors with limited English speaking ability.
- Because the college is in many respects geographically fragmented, departmentalized, and decentralized, some think that coordinated activities are needed to bring people (faculty, staff, and students) together. Examples include a Dean's List and social activities.

- "Heal U.S.", initiated after the Rodney King riots, and "Y Trap" are two RSC ad hoc organizations created by students and faculty to address racial issues.

- The backlash sentiments of a very few Whites and the animosity between ethnic groups that used to be discussed very quietly, if at all, is being expressed more frequently and more openly now, some interviewees reported. Sophisticated interventions are needed because the issue is very complex; it is not merely a majority/minority issue anymore.

- Sexual harassment among students also needs to be addressed because it is reportedly increasing. The level of sophistication among some students regarding gender roles and stereotyping needs to be enhanced.

- Comments related to the apparent dissatisfaction of some Asian students:

    - There are few Asian faculty, counselors, or administrators.
    - There is a Chicano Scholars activity, but no parallel Asian Scholars.
    - There have been reports of Asians being discriminated against in the classroom - their accents mimicked by other students, being accused of cheating because they study in groups (as we encourage other students to do), not being called on.
    - Asians are characterized as being taught to be very verbally respectful of teachers and authority; their use of questionnaires provides an opportunity to express opinions that aren't necessarily respectful. Also, Asians were characterized by one interview respondent as being more critical than other groups. Other schools and colleges, in questionnaires and assessments of Asians, have found similar levels of dissatisfaction.
    - The Asian student community is comprised of many groups. Unifying those groups for activities is difficult. Also, leadership qualities are not highly valued in the Asian community, and, thus, there is no unifying leadership.
    - Most RSC Asian students at RSC are first-generation Asian-American, refugees, and they represent different needs and perspectives than those of the second- and third-generations.

RSC Student Clubs & Associations

Numerous student interest groups are active throughout the year. Representatives from each club participate in the Interclub Council (ICC), a coordinating body functioning to promote participation in student life. Clubs and organizations and their faculty/staff advisors at RSC include:

◆ **Alpha Gamma Sigma** (Kevin Strong) To promote academic scholarship; to provide service to the community (130 members)

◆ **Black Student Union** (Danita Terry) Make recommendations concerning problems at RSC; to present programs and speakers to enhance cultural development; to serve as role models to new and current students (15 members)

◆ **Catholic Newmans Club** (John Velasquez) To create an environment for students primarily Roman Catholics so that they can spiritually and intellectually address issues confronting their lives as they pursue their education (8 members)

◆ **Christian Students at RSC** (Jacob Martinez) Fellowship to build up the body of Christ and to help spread the gospel (15 members)

◆ **Circle K** (Dennis Sadler) To provide an opportunity for intelligence and leadership through group activities and the importance of human values toward life for the student body at RSC (16 members)

◆ **College Life** (Ron Martin) To involve all students in lively interaction through friendship and encouragement; to introduce students to Jesus Christ and teach them how to have a relationship with Him (11 members)

◆ **E.O.P.S Club** (Rejoice Rodarte) A multi-cultural club sponsored by the EOPS program to bring students closer together through activities that enhance their educational goals while attending school; social, intellectual, and academic growth are main goals of the club (17 members)

◆ **Engineering Club** (Don Deeley) To promote a better understanding in the fields of engineering and technology and provide opportunities for students interested in these fields (6 members)

◆ **Gay and Lesbian Associated Student Support** (Roseann Cacciola) To provide a safe comfortable atmosphere for students to get together to discuss topics of mutual interest (11 members)

◆ **Geology Club** (Philip Hughes) To promote the social interaction of geology interested students among themselves and with professional geologists as well as to better acquaint students with the planet earth (23 members)

◆ **H.E.A.L. with U.S.** (Janelle Glance) To foster friendships among cultures and clubs (15 members)

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- **International Student Association** (Carmelita Eustaquio) To serve as informational center for international students and student body in particular; to aid in linking communication gap between college and community by offering activities/programs that will involve interaction; to enhance awareness of the total student body from an international perspective (14 members)

- **Latter Day Saints Student Association** (Stephen Eastmond) To provide help and spiritual strength to students while they are in college (15 members)

- **MEChA** (Refugio F. Quintana) To promote higher education in the Chicano/Mexicano community (48 members)

- **Pep Squad** (Jeannine Edwards) To promote spirit to various sports on campus (8 members)

- **Polynesian Society** (Lance Stewart) To share our cultural ways to the people and try to bring the various mix culture together so we can learn from one another (13 members)

- **Puente Club** (John Acuna) To encourage former, present, and future Puente students to help one another, help the community and move towards transferring (15 members)

- **Single Parents Student Club** (Alice Hernandez) To promote a network, share resources, information; to give moral support (7 members)

- **Students United for Better Education** (Maria Quezada) To serve the students and community as best as possible according to SUBE constitution (15 members)

- **Tribes** (Denise Bruhl) To provide the community an opportunity to experience Native American culture first hand; to provide students the chance to participate in cultural exchange with Native Americans through different activities (6 members)

- **Vietnamese Student Association** (John Vu) Bringing the Vietnamese students together so that we may support one another while making new friends (15 members)

- **Women in Engineering, Science and Math** (Cheryl Ooten) To locate scholarships, meet and support other women interested in science, engineering, and math fields (12 members)

- **Youth Tackling Race and Poverty** (Bob Putman) (16 members)

Source: Student Activities Office

RSC New Horizons' Support Services/Programs for Older Adults

New Horizons is primarily funded by VATEA and provides instructional and counseling support for the special groups listed below:

Services for Single Parents and Homemakers: Single Parent Homemaker Program. In addition to the various outreach and support activities, this program provides:

- Personal, Academic and Career Counseling
- Interest and Aptitude Testing Referrals and Interpretations
- Updated Career and Labor Market Information
- Single Parent Book Loan Assistance Program
- Single Parent Survival Skills Series Workshops
- Child Care Resource Information
- Personal Job Search Assistance for Program Completers

Services for Job Oriented Students: The "Advance" Program. This program was developed for students interested in the job-oriented certificate/degree vocational programs and provides assistance in college orientation and in the matriculation process. Other provided services include:

- Placement Test Referrals and Interpretation
- Career Assessment/Vocational Counseling
- Academic Counseling and Program Planning
- Instructional Support/Follow-Up
- Financial Aid Referrals

Services for Adult Re-entry Students: Re-Entry Programs for Women and Men. This program provides counseling to help women and men who have experienced an extended break in their educational and wish to resume their schooling. The program includes:

- One-to-one counseling
- Special "Welcome Back" Registration
- Career/Life Planning
- Topical, special interest seminars

Services for Career Exploration Students: Nontraditional Career Program. This program provides counseling and support services to students who are pursuing or exploring careers that have historically been dominated by the opposite sex. Services for nontraditional students include:

- Interest and Aptitude Testing Referrals and Interpretation
- Personal, Academic and Career Counseling
- Updated Career and Labor Information
- Personal Job Search Assistance for Program Completers

Services for Vocational and Basic Skills Coursework Students: Tutoring Services. This program provides trilingual tutoring with New Horizons' learning specialists in selected vocational subjects and basic skills areas.

Source: RSC's New Horizons Program

RSC Disabled Students Programs and Services

- **Physically Disabled Students** - Architectural adjustments have been made and services provided for physically disabled students to increase accessibility to offerings and facilities on campus. Services include registration assistance, special parking, elevator passes, special classes, counseling, tutoring, and use of instructional equipment.

- **Learning Disabled Students** - This program is designed for students who have basic skill deficits and more potential than their classroom performance indicates. Common areas of deficit are reading, math, spelling, comprehension, memory, attention span, vocabulary, verbal expression, written expression, auditory perception, and visual discrimination. Evaluation, individual educational plans, and tutoring are provided.

- **Students with Communication Disabilities** - Diagnosis, counseling, and individualized or small group instruction are provided in the Speech, Hearing, and Language Center for students with disabilities attributable to speech and hearing limitations. Tutors, notetakers, and interpreters are provided for deaf and hearing impaired students.

- **WorkAbility III** - The objective of this program is to provide work readiness activities, job development, and job placement for disabled individuals. Services include counseling, vocational assessment, and instructions.

- **Adapted Computer Technology Center** - The center provides computer assisted instruction through the use of adapted computer devices for disabled students. Word processing, computer literacy, and specialized software make up the curriculum.

RSC International Student Program

RSC has been successful in recruiting approximately 450 students per year from over 50 countries to attend Rancho Santiago College. The program benefits other RSC students by providing them with exposure to students from around the world.

The RSC International Student Program assists foreign students with admission, registration, housing, and immigration matters. Students are able to talk with a counselor to facilitate their educational and career goals through orientation, academic advisement, career planning, personal-social counseling, testing, classes and individual appointments. Staff members also help students make a successful transition from their home country and integration into college life by providing opportunities for social and cultural interaction with other students.

The International Student Association provides opportunities for students to get involved in many student activities. The year-round activities scheduled make it easy for these foreign students to meet and develop friendships with others. One of the major events that the International Student Association puts together in the Fall is the International Festival. The two-day campus-wide event draws students, staff and faculty together in celebration of the ethnic diversity of our student body. In the spring, the students enjoy the International Spring Dance.

Source: RSC International Student Office

RSC Counseling Department
Personal Development Seminars and Films

Every semester, the Counseling Department presents a series of films and seminars addressing personal life experiences issues. The purpose is to increase awareness of the values, attitudes and behaviors which affect the quality of social interaction in a diverse world. Following each film or seminar, a discussion is lead by a counselor/psychologist. The following are examples of films and seminars held:

Films:

- **Shattered Dishes** - Designed to add to our understanding of the impact of family conflict and divorce on the development of children
- **Coping with Stress in the Real World** - Distinctions between stress and distress are demonstrated to offer strategies well within our control for better emotional health
- **And I'm a Rapist: A Story about Rage** - The nature of sexual assault and options available to survivors will be explored
- **Family Baggage** - Through the use of drama and humor, issues of co-dependency, addiction and dysfunctional families are explored with emphasis on a healing process
- **An Early October** - The prejudice deep within that is derived by osmosis through the images that have been constantly fed to use without our consent
- **The Parents' License** - The challenges prospective parents to ask themselves thorough questions regarding fitness for patenting

Seminars:

- **Say What You Mean** - Explore communication patterns which prevent misunderstanding on your part, manipulation by others, and minimize confusion
- **Self Esteem** - Practical steps to improve self-esteem levels through comparing self ratings with thoughts learned about yourself
- **The Tyranny of the Shoulds** - The unbending sense of right and wrong causing guilt, self blame and feelings of imperfection will be examined and challenged
- **How to Manage Conflict, Criticism and Anger** - Learn how to assume a posture of self power that allows you more dignity without increasing alienation of others

Source: Joyce Earl, Counseling Center

On the questionnaire administered to RSCCD students for this study, one of the questions was:

Are there college services or programs that would assist you but are not offered at RSC?

Their responses are listed below. Some of the responses provided more than once, showing a trend, include:

- Chicano Studies Program
- Programs for older students, including flexible child care (such as a room where older children could do homework)
- A place where students can gather for friendship and to discuss issues, such as those of equity and personal problems
- Extended library operating hours
- Week-end classes

1. More clubs possibly? (M,W,19-22,ND)
2. I feel all students should be able to organize a group. Yes, white people as well, without being conceived as racist. (F,W,19-22,ND)
3. A group/club that is out to help troubled teens, problems in society. (F,H,18 & under,ND)
4. What about an "Open Forum" club so that racial issues can be openly and freely discussed. Caucasians experience discrimination too! (F,W,19-22,ND)
5. To actually help find more community help for the working poor, like food, etc... To help stay in college. (F,H,18 & under,ND)
6. More night classes for working people. (F,A,23-30,ND)
7. Math Labs. (M,W,23-30,ND)
8. The studying of groups of students. (M,A,19-22,ND)
9. How about some benefits for the white working male! (M,W,19-22,ND)

Note: (gender, ethnicity, age group, disability status)

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F = Female	B = Black	F = Filipino	19 - 22	51 - 60	ND = No Disability
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Are there college services or programs that would assist you but are not offered at RSC? (Cont.)

10. Send grades in mail and have more than one line for phone registration. (M,F,18 & under,ND)

11. More physics classes and more availability is needed, because it is very hard to work the schedule here. Orange Coast has a great variety of classes. (M,W,19-22,ND)

12. Something re: single parents, 12-step programs, programs for white people. (F,W,19-22,ND)

13. Child care for school age children, so I can take night classes. (F,W,31-40,ND)

14. R.N. clubs. (F,A,19-22,ND)

15. Seminars, classes, etc., which help you to be more motivated or help you to be less lost in what it is you'd like to do with college & life. (F,W,19-22,ND)

16. Bring back Saturday classes. (M,W,23-30,ND)

17. Combination of classroom and on-the-job learning (co-op program). (M,W,19-22,ND)

18. Some microwave ovens for students (in the cafeteria). (F,A,31-40,D)

19. Offer more security for night classes. (F,A,19-22,ND)

20. Book grant from EOPS. (M,A,23-30,ND)

21. An art club for painters or any other kind of artists. (F,H,19-22,ND)

22. Financial Aid for international students. (F,O,19-22,ND)

23. Friday and Saturday courses allowed me to enroll in more courses. (M,H,19-22,ND)

24. Study groups. (M,B,23-30,ND)

25. When a student is not an EOPS student, the staff of EOPS should still help student to fill out applications when they are planning to transfer to a 4 years school. (F,H,23-30,ND)

26. Science Program. (F,H,23-30,ND)

27. Although RSC has a Career Center, the people at the center are not helpful. I asked for help in determining Stanford's requirement and I received no help. They referred me to a bunch of catalogs which were not easy to read such as RSC's. (F,H,19-22,ND)

28. More seminars, speakers, and group discussions on these specific issues listed in this questionnaire. (F,A,23-30,ND)

Are there college services or programs that would assist you but are not offered at RSC? (Cont.)

29. Police Academy. (F,H,18 & under,ND)

30. The Library hours cut off have affected me tremendously. Now, I don't have a place to study at night or early in the morning. (F,H,31-40,ND)

31. Personal counseling, job placement, computer programs. (M,H,18 & under,ND)

32. Week-end classes. (M,A,31-40,ND)

33. Job and career placement services. (M,H,19-22,ND)

34. Chicano Studies. (F,H,19-22,ND)

35. Probably a more extended language program. (M,H,23-30,ND)

36. Maybe a homework room for children of parents taking afternoon class, or during summer session. For older kids. K-12. (F,W,31-40,ND)

37. Upset that the Assessment to prior learning has been discontinued for college credit. (F,W,41-50,ND)

38. Programs for private college entrance. (M,H,18 & under,ND)

39. Affordable child care, for under 2-1/2 year old. (F,W,23-30,ND)

40. Aviation Studies. (M,W,18 & under,ND)

41. Personal counselor to discuss my problems. (M,A,23-30,D)

42. More protection for women on campus - more security, especially on the campus. (I see more security in the parking lots). (F,W,31-40,ND)

43. Movie festivals, self defense. (F,W,23-30,ND)

44. Computer Programs. (M,W,31-40,ND)

45. Increase intercultural program. (M,B,41-50,D)

46. Chicano studies. (F,H,18 & under,ND)

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Are there college services or programs that would assist you but are not offered at RSC? (Cont.)

47. Implement a recycling program around campus for can, cup, newspaper and more. (F,H,19-22,ND)

48. Activities in sports and library. (F,H,19-22,ND)

49. Library. (F,A,23-30,ND)

50. We all like to have a library. (F,H,19-22,ND)

51. We need more security guards. (M,H,23-30,ND)

52. Orientation about the places where we can go when we have different problems. (F,O,31-40,ND)

53. Library, a bigger bookstore and a cafeteria. (M,H,23-30,ND)

54. I think the campus should have more extracurricular activities. Like a place or group of people to get together and discuss contemporary issues. (F,H,19-22,ND)

55. I would like R.O.P. classes. (F,H,18 & under,ND)

56. We would like to have a library. (M,H,19-22,ND)

57. I would like R.O.P. skills. (M,A,23-30,ND)

58. I like to have a library. (F,B,31-40,ND)

59. More information about programs, events, etc. (please make the continuing education students feel that they are part of the college's life). (M,H,23-30,ND)

60. Dental Assistant. (F,H,23-30,ND)

61. Housing for single parents. (F,H,23-30,ND)

62. 1) A wider course offering. 2) "Cleaner" restrooms. 3) A second area (cafeteria) to eat/study. (M,W,41-50,ND)

63. A more comprehensive, inclusive program for returning students. (M,W,31-40,ND)

64. Students need to realize that they should not talk in class while the instructor is lecturing, their action is disturbing other students that would enjoy listening to the lecture. (F,A,31-40,ND)

65. Funds, grants or just financial assistance for international students. (F,A,19-22,ND)

66. We need no Chicano studies programs History, Art, teachers. (M,H,23-30,ND)

Are there college services or programs that would assist you but are not offered at RSC? (Cont.)

67. Scuba diving classes, sailing classes. (M,H,41-50,ND)

68. Counseling in the evening-Orange Campus' majority of students are evening students (working adults). We need to be able to have counseling outside normal work hours and within evening class hours. (F,W,31-40,ND)

69. Better food. (M,H,19-22,ND)

70. More scholarships. (M,W,23-30,ND)

71. More counseling availability. (F,W,31-40,ND)

72. Housing, maybe, larger child care facility. Attention to weight of units instead of just # (5 units Math or Science or new language is different than 5 units of art or P.E.) for Financial Aid programs. (F,AA,31-40,ND)

73. More opportunities to learn by tutoring at Learning Center. (M,A,over 60,ND)

74. Evening care for young children. (F,W,31-40,ND)

75. Music lessons, especially giving lessons on electric guitar. (M,A,19-22,ND)

76. We need people to come and talk to us about universities. We also need someone to help us fill out the application when we are transferring. (F,H,23-30,ND)

77. Scholarships to all from first semester-financial aid to international students-cheaper fees for international students, more library hours, improvement in attitude of student aids. (F,O,23-30,ND)

77. Weekend classes. (M,H,23-30,ND)

78. Working adult accelerated classes-Classes for intelligent students-Honors program accessible to working adults. (M,W,23-30,ND)

79. Programs aimed at assisting and involving women of all ages. (F,W,41-50,ND)

80. Programs for women to be successful in college and to know in which fields more women are needed. If there are these programs, students should be made more aware. (F,H,19-22,ND)

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Are there college services or programs that would assist you but are not offered at RSC? (Cont.)

81. Counselors are always busy and sometimes I'm under the impression that they need more time to spend and advise students. (M,H,31-40,ND)

82. Not that is not offered, (Scholarship Department) but assistance is only offered during morning while I'm in class or at work. (F,H,23-30,ND)

83. Library. (F,A,23-30,ND)

84. Financial Aid office is not open late enough for "us", the night students. In addition all clubs/meetings are held in the daytime. (F,H,19-22,ND)

85. Language clubs/all night study classes. (F,A,19-22,ND)

86. Get rid of programs that play favorites like ones for minority people and offer programs for everybody. (M,W,19-22,ND)

87. More music programs. (M,W,19-22,ND)

88. I would like to see a program where students can talk to someone, when their parents are living away. (F,H,19-22,ND)

89. I get stressed a lot and depressed. I don't have any friends here (S.Calif.) at all. Sometimes I need to talk. Everytime I need to see a counselor they are booked until the next month. What good is that for me? (F,W,19-22,ND)

90. Helping people know where to go and explain all options and pathways for their profession. (F,W,31-40,ND)

91. Hard to get records and hard to see counselors. (M,W,51-60,ND)

92. I think the programs and college services are excellent. (F,W,41-50,ND)

93. More night programs at Orange Campus. (M,W,23-30,ND)

94. Purchasing classes. (F,W,41-50,ND)

Please give us your comments on the topic of special student groups and cultural diversity at RSC.

1. More classes or programs for minority groups! (F,H,19-22,ND)

2. I do not like the backlash toward Whites. Everyone should have pride in themselves. (M,W,23-30,ND)

3. Treat people as people and quit judging, filling quotas, etc. (M,W,19-22,ND)

4. I feel there should be more religious studies on the schedule, and have special lectures on it too! (F,H,18 & under,ND)

5. I feel that we all need the chance to explore and learn about our background, but we need to stop separating ourselves by using the word "minority". (F,W,19-22,ND)

6. RSC is full of many different races, the people are very friendly and it is nice to be around nice people, places & meetings where people can talk about cultural diversity with large numbers of people. (F,H,18 & under,ND)

7. I sometimes feel that White students are discriminated against. For instance being in a class, and being asked to get in a group. When the group forms, often times I am the only White student & the other students exclude me, speak their foreign language! But I can't be racist or biased because I am White! (F,W,19-22,ND)

8. I am not involved in student activities. (M,W,23-30,ND)

9. I like student groups working on computer together. (F,A,23-30,ND)

10. RSC'S International Students Office staff is really not cooperative! I don't like them! (F,A,23-30,ND)

11. The school can help students of different races get along, but only the personal effort from each person will make a difference. (F,H,19-22,ND)

12. Every ethnic group should learn about their background, especially Chicanos. (M,H,19-22,ND)

13. I think RSC is full of many different races. The people are very friendly and its nice to be around nice people, places and meetings where people can talk about cultural diversity with large numbers of people. (F,H,18 & under,ND)

Note: (gender, ethnicity, age group, disability status)

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Please give us your comments on the topic of special student groups and cultural diversity at RSC. (Cont.)

14. It is a good college to attend, the staff is very nice here at RSC. (M,H,19-22,ND)

15. The strong emphasis on ethnic diversity at RSC would not be in the best interest of the students. The school faculty should not get involved in any ethnic discussion nor give any person the special treatment because their of ethnic backgrounds. (M,A,19-22,ND)

16. I believe it is almost to the point at RSC where being White is a minority. The college is so diverse that the majority is the minority. (M,W,23-30,ND)

17. I like the Santa Ana Campus better because it is more socially diversified. (M,F,19-22,ND)

18. It's very interesting for someone who is coming from another country, and another continent. (M,W,23-30,ND)

19. Students of diverse cultural background should interact more, perhaps with the aid of programs. (F,H,19-22,ND)

20. RSC is one of the most diverse schools & that's one of the reasons I chose it. (F,W,18 & under, ND)

21. We must allow student diversity to come to a close gradually. Student groups will come together into one human race. (F,H,19-22,ND)

22. It gives an interesting mix of students who have varied backgrounds which allows for different perspectives in all the areas of study which only allows us as people to gain! (M,W,19-22,ND)

23. We are all equal, whether you are Black, White, Mexican, or Oriental we are here for one purpose and that is to learn and succeed so let's stick to that. (M,H,31-40,ND)

24. It can really help but access is limited. (F,A,19-22,ND)

25. Too much competition between races, a lot of reverse discrimination of Whites. (M,W,19-22,ND)

26. Working together we are going to learn more from each other, about our cultures and customs, that is going to give a better life for everybody. (M,H,23-30,ND)

27. Special student groups are important to give the members a feeling of belonging and, ideally, self-worth. (F,W,31-40,ND)

28. I think it's great to give students the opportunity to be a part of a special group that best fits them. (F,H,23-30,ND)

29. We should try not to go overboard and create minorities out of part majorities: (F,W,19-22,ND)

Please give us your comments on the topic of special student groups and cultural diversity at RSC. (Cont.)

30. There is no cultural diversity. The biggest cultural group is Asians. Where are all the White, Hispanics, Blacks, who live nearly? When I step into a classroom there are only 2 Whites to 30 Asians. Why? are they more able to afford to go to college? If so quit giving them free aid/assistance. (F,W, 23-30,ND)

31. I think we need to have more clubs and events. (F,H,19-22,ND)

32. So far so good! (F,A,19-22,ND)

33. There are more opportunities here to learn about cultures other than my own in the form of lectures etc., than I have time to attend-they're mostly at night when I work! (F,W,23-30,ND)

34. Good courses in the school, but hard to get enrolled. (M,A,41-50,ND)

35. Does not apply to me because I have no time to spend on special student groups & other events here, but I am glad that they are available to others who can & do take advantage of them. (F,H,41-50,ND)

36. I am not familiar with this topic at RSC. (F,A,41-50,ND)

37. I think that's a good idea! (M,B,23-30,ND)

38. I don't have contact with any students except in my classroom. (M,O,23-30,ND)

39. I feel there is too much of an emphasis on separate ethnic backgrounds than working as a whole for one goal of interaction. (F,W,23-30,ND)

40. RSC is a school that I enjoy, international, cultural diversity. In international class you get to see people from different culture performing their traditions. (F,A,19-22,ND)

41. I think it is wonderful that there are so many groups where people of the same race/ethnic background & with the same educational interests can get together to work together & experience pride in who they are & what they are doing at RSC. (M,W,19-22,ND)

42. Need to be more accessible to all people not only morning students. (F,H,19-22,ND)

Note: (gender, ethnicity, age group, disability status)

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Please give us your comments on the topic of special student groups and cultural diversity at RSC. (Cont.)

43. Are you going to have a white club or do they have no culture worth representation without being thought of as KKK or Nazi's. (F,W,19-22,ND)

44. I really enjoy this service, I hope it will help us communicate better. (F,H,19-22,ND)

45. Sometimes there are people trying to make trouble. (F,O,18 & under,ND)

46. I think RSC is rich in cultural diversity. I am fortunate to be in this college with so many people from all over the world! (M,H,23-30,ND)

47. I personally feel it is nice to have cultural diversity on this campus. It makes other minorities feel much more wanted. (M,A,19-22,ND)

48. It seems international student activities need more people interested. (M,A,19-22,ND)

49. I really don't like being classified as anything, but I am proud to be Latin. (F,H,19-22,ND)

50. The time we have to interact on campus is so short and there is so much to do I think we're doing ok with what we have! (F,H,23-30,ND)

51. I think they are a somewhat necessary part of the college, as long as they don't get out of hand. (M,W,19-22,ND)

52. There is a big problem with financial aid. We give it away to students who aren't even legal in this state while the rest of us work our butts off to get through school. That is ridiculous! F,W,19-22,ND)

53. Overall I think that the ethnic variety here at RSC is a positive reflection on RSC'S concern to welcome people off all ethnic, social and economic backgrounds. (M,H,19-22,ND)

54. It is good to have programs for the disabled and EOPS, but I think it is reverse discrimination to let these people register before everyone else, I mean, they can pick up a phone as well as anyone else!!! (M,W,19-22,ND)

55. I like attending RSC. (F,H,18 & under,ND)

56. I like the diversity at RSC. (M,W,19-22,ND)

57. There is too much cultural diversity and foreigner's that don't speak English. (F,W,23-30,ND)

58. I am so sick of everything being based on nationality/ethnic background; let's just forget about different races and all get along. People cater too much to the Asians. (F,W,19-22,ND)

Please give us your comments on the topic of special student groups and cultural diversity at RSC. (Cont.)

59. I enjoy the diversity here and have been able to learn about other people in a non-threatening atmosphere. (M,W,31-40,ND)

60. I would say that it is ok for me. (M,A,19-22,ND)

61. We need to come together, not separate into groups! (M,W,23-30,ND)

62. There is such an effort to be multi-cultural that reverse racism is becoming unbearable. (F,W,23-30,ND)

63. I am a part-time (night) student and don't know much about those things. (F,A,31-40,ND)

64. The problem with cultural diversity is that students who can hardly speak the language (English) have a difficult time understanding the course or writing for the class. (F,W,23-30,ND)

65. I think that is interesting because you'll know how you are feeling when something happens to us, and I hope you will help us. (F,H,19-22,ND)

66. I think it is very good because that way all ethnic groups feel comfortable here at RSC. (F,H,19-22,ND)

67. I think it's great there are clubs and groups within each ethnic background. (F,H,19-22,ND)

68. RSC is good enough for their students, the teachers are kind and I like attending here. (M,A,18 & under,ND)

69. It is too expensive to foreigners. (M,A,23-30,ND)

70. I think we are getting along! (M,H,19-22,ND)

71. Need positive book and material about Islamic religion and Moslem people and their culture. There are very few books and they come on biased against muslims in the library. Also when I tried to research Pakistan there were almost no books that were written recently. (M,A,23-30,ND)

72. The culture is set up in different groups that sometimes interact. (M,W,19-22,ND)

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Please give us your comments on the topic of special student groups and cultural diversity at RSC. (Cont.)

73. Ethnic backgrounds among the students in RSC have no problem in studying. So far, there is no contradiction among them. (M,A,19-22,ND)

74. I think you dwell too much on race and sex! You need to be concerned with the important issues, such as working on the budget & job opportunities for everyone, not just minorities! (M,W,19-22,ND)

75. The Asian Clubs, African American Club (BSU), etc., aren't considered racist?? If there were a White Club it would be. (M,F,18 & under,ND)

76. The cultural diversity has helped me be a much more sensitive, racially non-biased person. It has also helped me to become bilingual. (F,W,19-22,ND)

77. I think it is great to promote greater understanding, interaction, and open communication; yet not discriminate by having certain clubs which exclude other ethnic or cultural groups. (F,W,19-22,ND)

78. It's very important to have special student groups and cultural diversity at RSC. (F,A,19-22,ND)

79. I would like to have more cultural shows in the college's amphitheater. (F,H,19-22,ND)

80. Be sure to bring all cultures into one culture or else you will only end up with fragmentation instead of unity. (F,W,41-50,ND)

81. At the main campus I see a lot of "ethnic groups" and that's good! At the Orange Campus I don't see as much ethnic diversity. (F,H,31-40,ND)

82. There are more special student groups and cultural diversity at RSC-which is good-than at Saddleback College. (F,B,19-22,ND)

83. Cultural groups are the best things that could have happened to this school! (F,W,23-30,ND)

84. The cultural diversity has been a very special experience (F,W,41-50,ND)

85. I enjoy the diversity. (M,W,23-30,ND)

86. The more people know about others, the more they will learn that we are all pretty much the same. (M,F,18 & under,ND)

87. The International Student Office should carry more on-campus activities and let more students know about the world. (F,A,19-22,ND)

88. I think that the instructors should encourage students to come to school and make them feel that they could do it. (F,H,18 & under,ND)

Please give us your comments on the topic of special student groups and cultural diversity at RSC. (Cont.)

89. I believe that if African-Americans are allowed in the special interest groups, then Caucasians should be allowed in them also, i.e. "Where did we come from? How did we interact before coming to America?" And we shouldn't be called "Racist" if we wish to have these special interest groups. (F,W,19-22,ND)

90. Older students should be treated by instructors with equal respect to the student. Instructors should treat all students like adults, belittling questions gets students nowhere. (F,W,31-40,ND)

91. Sometime other treat you like "nothing", they don't respect you. Only those people who enjoy you. (M,A,19-22,ND)

92. Every class I have has all different ethnic groups. (F,F,23-30,ND)

93. I think the school's just fine. (M,H,19-22,ND)

94. Everybody wants to be equal and not singled out, but people and schools continue to form groups according to race and sex. (M,W,23-30,ND)

95. I don't know how many students get to fill this out, but it makes me feel good to think that RSC is taking time and effort to do such a survey. Shows interest and will probably let all who participate feel like a part of major streamline (A group as whole). (F,H,31-40,ND)

96. I hope there will be special counselors who take charge of specific ethnic groups. (M,A,23-30,ND)

97. We should see students for their ability not race, gender, age, etc... (M,A,23-30,ND)

98. Cultural diversity at RSC is prime!. (F,H,19-22,ND)

99. I believe that because the country is a multinational country, the institution should not consider the ethnic group different. I believe all people living in U.S.A are and should be counted as one unit and not be separated because of other aspects. (F,W,23-30,ND)

100. Discussion groups speaker (Special invitation of other professors from schools, CSUF, UCI, Cal State Long Beach, Cal Poly Pomona,etc...) to speak on intercultural relations issues within RSC community. (F,A,23-30,ND)

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Please give us your comments on the topic of special student groups and cultural diversity at RSC. (Cont.)

101. Stop worrying about a person's ethnic background or sex. This survey makes you sound very prejudice. (M,W,19-22,ND)

102. Cultural diversity is great at RSC, but we must control it at some point. (F,H,31-40,ND)

103. I feel ethnic background should never give you an easier opportunity to get a student loan or be accepted in a university. I feel we should only choose the best students applying, not because of their background but because they are intelligent, etc. (F,W,19-22,ND)

104. International flag day, I really like that one because you feel so close to home, because it part of us students. (F,H,23-30,ND)

105. Priority should be given to teaching students what they need to work in the real world. Everything else should be secondary. The survey responses are not very accurate and could throw the statistics off. (M,W,19-22,ND)

106. There are so many races on our campus. I think we need more communication between other races and my race. (M,A,23-30,ND)

107. They don't show much activities offered. (M,A,19-22,ND)

108. We must emphasize the diversity of different ethnic groups and educate each other, so that we can better understand, relate, and interact with each other.(M,H,19-22,ND)

109. Most people involved make an honest effort to promote equality, however it appears that the struggle is never ending, which in general is life. (M,H,23-30,ND)

110. I think people of different ethnic groups should come together more often because there are individual clubs for certain races & I don't see them coming together. (F,H,19-22,ND)

111. Special services for the learning disabled need much more effort & funding because of the great need of these students. (M,W,23-30,ND)

112. Cultural diversity is very important to education because it opens the minds of people who have not been exposed to other cultures.

113. Speech Communication classes are excellent to learn these. (M,H,23-30,ND)

114. Cultural diversity is harmonious. (M,A,51-60,ND)

115. I am a 21 year old white female. I have had no problems at RSC. But in my opinion more courses should be offered for the different cultures about their history. We generally teach the history of the white man in our history courses.

Please give us your comments on the topic of special student groups and cultural diversity at RSC. (Cont.)

116. I personally have a problem with the clubs. Not the clubs themselves but about the feelings behind it. If a "Caucasian club" would try to be started, it would probably raise a lot of them do to "white superiority" or "discrimination"; but isn't it discrimination against whites, I believe more racial problems are going to be caused by racial groups banning together against other racial groups. This campus should be one collective body, not a campus of groups. (M,W,19-22,ND)

117. We should all try and get along but not try to force the issue, unsuitable people of different ethnic groups may not always see eye to eye. (M,A,23-30,ND)

118. Cultural diversity is positive but the integration process is going to take time with the language barriers present. (F,H,19-22,ND)

119. It's good idea to have this kind. (F,A,23-30,ND)

120. Everything is fine up to now. I really like this college. Security is one of my worries (F,H,19-22,ND)

121. My comment is I hope to see more service for disabled students. (M,A,23-30,D)

122. I think it's a load of crap. You judge a person by their mind. Not their sex or color. I find it offensive asking such questions. Minorities should be treated the same as non minorities. "Judge Mind Not Color". (M,W,18 & under,ND)

123. I'm here to learn as are most students I know. Cultural diversity act is not important. We're all here for the same reason and that seems to be respected. (F,W,23-30,ND)

124. Everybody's equal here. (M,H,18 & under,ND)

125. I have stopped going to the Santa Ana Campus, because of the Mexican race, Vietnamese race, it seems they live at the campus while getting financial aid, they know how to fill out the paperwork. (F,W,41-50,ND)

126. I don't know if this goes on as much at Orange Campus, and I only take classes at Orange Campus, I'm not real certain of safety in Santa Ana. (F,W,31-40,ND)

127. I realize that most of the students in this school know about different cultures of different countries a little but the instructor must make some ways to let students study in a group as much as possible. (M,A,19-22,ND)

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Please give us your comments on the topic of special student groups and cultural diversity at RSC. (Cont.)

128. Good and helpful. (M,A,41-50,ND)

129. The Financial Aid department is usually not friendly and gives people a hard time. (F,A,23-30,ND)

130. There should be an hispanic club, not just Vietnamese!!! (F,H,19-22,ND)

131. Most of the questions I feel have no relationship to me, because I have had little experience or overall campus contact except for classroom. (F,W,41-50,ND)

132. I think it's great that Rancho Santiago has students from various cultures & that they seem to have lots of activities & clubs that help out students from various cultures. (F,W,23-30,ND)

133. I think that there's so much emphasis on "group" that you'll never have enough to satisfy everyone. Why not start zeroing in on "human" rather than separating and grouping everyone by color, gender and age. Why don't you ask about what we think about safety on campus or about the cost of books or about the hike in tuition? The campus is too dark at night. (F,W,41-50,ND)

134. Cultural diversity is very well represented here. (F,W,41-50,ND)

135. I don't have much interaction with those culturally different than me. (F,W,19-22,ND)

136. RSC is not culturally diversified. There needs to be equal participation in all ethnic activities, some are more supported and culturally accepted. (F,B,31-40,D)

137. I think you are asking too may useless questions. Just let people do their own thing. (M,W,23-30,ND)

138. It is needed if the groups want it. Personally it doesn't matter. (M,W,19-22,ND)

139. Cultural diversity I believe is a priority in our day and age. (M,W,23-30,ND)

140. My experience so far is that everybody treats everyone else the same. This college is a much more positive experience than at Fullerton College. (F,W,19-22 ND)

141. I am not on campus enough to really get a substantial viewpoint on this issue. (F,W,41-50,ND)

142. I think more programs or workshops for older students would be good. (F,W,41-50,ND)

143. I am here to learn-not to be placed in a group! (F,W,51-60,ND)

144. I feel there should be no special student attention to any group. (M,W,19-22,ND)

Please give us your comments on the topic of special student groups and cultural diversity at RSC. (Cont.)

145. There is very little diversity on campus in Orange. (M,W,18 & under,ND)

146. I'm a white female. I have not personally experienced or witnessed or heard of any ethnically oriented negative experiences, I think the college's responsibility is to provide educational material that will prepare students for their field of choice and transfer goals. (F,W,31-40,ND)

147. I don't think there is a problem with cultural diversity. **If it's not broke why fix it.** (M,W,19-22,ND)

148. I think that cultural diversity is important but this survey seems to take it too far. I do agree that we should discuss different ethnic groups and women in class, but only as it pertains to the class. (F,W,18 & under,ND)

149. Please contact Federal Aid to give us more money for study because the learning is very expensive. (M,A,19-22,ND)

150. Yes there is a wide diversity of cultures on campus, but I think that is only more enriching for the students. (F,A,18 & under,ND)

151. I feel that ethnic & cultural diversity is well established at RSC and I feel this is good. (M,W,19-22,ND)

152. Don't get involved!. (F,H,23-30,ND)

153. They need to be more cooperate. (F,A,19-22,ND)

154. No transfer Japanese course offered at RSC. (F,A,19-22,ND)

155. I agree with cultural diversity at RSC. (F,A,19-22,ND)

156. I think it's a good idea to have the international week/day, so we can get to know people from other cultures and maybe learn more about their culture. (M,H,23-30,ND)

157. I really like RSC, but it needs to be more sensitive to every group of ethnicity. (M,B,23-30,ND)

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Please give us your comments on the topic of special student groups and cultural diversity at RSC. (Cont.)

158. It is good to have a variety of student groups & the diversity of cultural diversity in the campus, in order to make students appreciate other cultures besides their own. (M,H,19-22,ND)

159. I think that the diversity of the ethnic groups among the students will make the students respect the other students, with understanding of their diversities. (F,A,19-22,ND)

160. Cultural diversity is better than I would have expected in mostly WASP Orange. I have little knowledge of special student groups. (M,W,41-50,ND)

161. I was satisfy about that, and I would like to support it if I could. (M,A,19-22,ND)

162. For the handicapped, I feel everything should be done to make them comfortable. As for other ethnic groups-why try and make them feel comfortable? If their personality and attitude can't make them comfortable, then what is the point. (F,W,18 & under,ND)

163. It seems to me that all social groups are not of mixed ethnic backgrounds. That, however, is a student's decision and nothing can be done to change students choices. (F,H,19-22,ND)

164. I think it's great to have all these different diversity clubs & groups. (F,A,19-22,ND)

165. I think the more our differences are emphasized the more difficult it will be to bond together. Sometimes it increases hostility. For a good attitude on cultural diversity appreciation, look to Le Var Burton on Reading Rainbow. (F,W,31-40,ND)

166. Nothing will be done about it, so why should I say something!!! (M,H,23-30,ND)

167. RSC is very diverse and racially equitable, I like this college and instructors. (M,O,23-30,ND)

168. Do not be so liberal and don't encourage the gay/lesbian community. Its not an issue of civil rights it's and ABNORMAL life style. (M,H,19-22,-)

169. They're doing a good job. (M,H,19-22,ND)

170. I think that there should be more classes offered on cultural diversity at RSC. (M,H,19-22,ND)

171. RSC should not be concerned about it cultural diversity. The ethnic people out number the caucasians now. (F,W,31-40,ND)

172. It's important to respect people from other backgrounds. (M,H,--,ND)

Please give us your comments on the topic of special student groups and cultural diversity at RSC. (Cont.)

173. They get along usually, it is only groups of ethnic groups that hang around w/each other. (F,H,19-22,ND)

174. Very interesting for a foreign student. (M,O,23-30,ND)

175. I am an older student not involved in student groups or activities so I really cannot give any input, there appears to be many (as advertised on signs throughout campus). (M,W,31-40,ND)

176. Need to be stronger than what it is right now. For example, I attended RSC for almost 3 years and I still don't know if there is student group or cultural group of diversities at RSC. (M,A,18 & under,ND)

177. That R.S.C.should have classes on weekends and aerobics classes more than 1 a day. (F,H,23-30,ND)

178. I think the BSU has been instrumental in promoting good feeling. (F,W,31-40,ND)

179. Programs are not geared for night students. (F,B,23-30,ND)

180. Cultural diversity is great. I like diversity in my friends. People in general are nice. I feel honored to be part of RSC. (F,H,over 60,ND)

181. All of the instructors shouldn't look at people as a group, but as individuals. (M,A,19-22,ND)

182. I think there should be counselors of the same ethnic background. (F,H,23-30,ND)

183. Race is not important; people are. (F,H,19-22,ND)

184. I wish students understood the ethnicity more. (M,A,19-22,ND)

185. I know there are culturally diverse groups, I just don't have any time to participate in them. (M,H,19-22,ND)

186. Very friendly, very cooperative for all people at RSC. (F,A,51-60,ND)

187. I'm not interested in cultural diversity, I'm interested in completing my education as quickly as possible. (F,W,41-50,ND)

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Please give us your comments on the topic of special student groups and cultural diversity at RSC. (Cont.)

188. It seems as if "you" go out of "your" way to be culturally diverse. It's a little uncomfortable and unnecessary. (F,W,23-30,ND)

189. I think it is important to address this topic. (M,H,23-30,ND)

190. Tuition should never have been raised. I know a lot of people who cannot even go to RSC b/c they can not afford to. (F,F,19-22,ND)

191. In God's eyes we are all the same. (M,B,31-40,ND)

192. I feel that RSC should have a program to promote international friendships. Which would allow students to learn about and from other cultures, thus making students more tolerant of other cultures and ethnic groups. (M,H,31-40,ND)

193. There is diversity at RSC but the Asians, Mexicans, etc. seem to stay in their groups and do not mingle. They don't accept our culture as their own. They need to speak English. (M,W,19-22,ND)

194. People should not smoke on campus. (M,W,23-30,ND)

195. I think we should have a white (American) culture month. (M,AA,23-30,ND)

196. People create groups just for the point. They have their priorities backwards. (M,W,23-30,ND)

197. Cultural diversity is wonderful and has been a positive experience for me. (F,W,31-40,ND)

198. Who cares. I come here to get an education not to worry about racial issues. I kind of resent this entire survey. (M,W,23-30,ND)

199. They seem to be balanced. (F,W,41-50,ND)

200. This cultural stuff is racist against whites, there is no "White Club" although there is a "Black Club", "Chicano(or something of the native) Club", "Oriental Club", etc. Its ---- and it should be stopped. I don't enjoy being treated as a "underprivileged minority" by ethnic groups. (F,W,18 & under,ND)

201. There should be no social groups which encourage a split in ethnic diversity. NO women's groups, no African-American group-how about a melting pot?. (M,W,18 & under,ND)

202. Too much emphasis is being placed on ethnic/cultural diversity. The school should be concerned with education in basic areas of reading, writing, math, & science, with these basics we can improve our state/nation as a whole. (F,O,23-30,ND)

203. Everyone is a racist, whether they know it or not. (M,W,19-22,ND)

Please give us your comments on the topic of special student groups and cultural diversity at RSC. (Cont.)

204. Overall I think RSC does not discriminate but it is the students themselves that do. (F,W,19-22,ND)

205. Very diverse. (F,W,18 & under,ND)

206. Well, I feel it is a shame an Anglo group has not been formed because we are the ones that are trying hardest to get along here at RSC. We are the minority, people feel we got it easy too, that is false. (M,W,18 & under,ND)

207. I believe "most" of the ethnically oriented clubs inadvertently promote discrimination and segregation. (M,W,41-50,ND)

208. None-here to learn. Stop trying to make an ethnic atmosphere or you'll end up with riots and division-make it an educational atmosphere. (__,W,31-40,ND)

209. The Vietnamese students have given a lot of an examples of integrating with each other. Furthermore, they're also inviting in cultural activities. (M,A,19-22,ND)

210. It's good, for the students and community. (M,W,23-30,ND)

211. I like that this school is so culturally diverse it's a great caring experience and helps other ethnic groups to feel at home. (F,A,19-22,ND)

212. All groups should be ethnically diverse and focused by a particular activity not by ethnic orientation. This would prevent ethnic clique groups from developing and promote cultural assimilation of individual students. (M,H,41-50,ND)

213. RSC is very fair. To try to give women and certain cultural backgrounds more recognition would only open a hornets nest to the opposites. Leave well enough alone. (F,W,31-40,ND)

214. I think that by going out of your way to be especially accommodating to everyone but white male, that you are being racist and discriminatory to them (white males). I feel like I am a lower human when I am here because my skin is white and because I am of the male gender. (M,W,19-22,ND)

215. Most groups are for non-whites. I do not think people of just one ethnic background should meet-I don't like ethnic segregation. Either everyone can be involved or no group should exist. I know an all-white group would be frowned upon, so why aren't other "ethnic" clubs frowned upon as well. (F,W,19-22,ND)

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Please give us your comments on the topic of special student groups and cultural diversity at RSC. (Cont.)

216. I would like to have Mexican studies on campus. (M,H,23-30,ND)

217. I'm lucky to be a student of RSC. (M,H,23-30,ND)

218. Rancho Santiago is a good school where we learn whatever we want. (M,H,23-30,ND)

219. Friendly for special students groups. (M,AA,19-22,ND)

220. I just love RSC, my favorite school. (M,H,23-30,ND)

221. I'm a white, female, single-parent, Science Major who didn't realize she was somewhat racially prejudicial. I don't like my racism and I find it slips away more and I feel better about myself and my fellows as I learn more about myself and others who are different and/or similar to me. I appreciate the diversity. I love the growth! Also, I didn't realize how many other single parents there are facing so many of the same hurdles I am and it helps me to see them keep going and succeeding. (F,AA,31-40, ND)

222. My comments about this is we are different in culture, but in other things we are same. (M,H,23-30,ND)

223. It would be nice having a swim team. A swim team is important. (F,H,19-22,ND)

224. Personally I think everything is o.k. in general, I would like students to participate in sports, and entire programs. (M,H,23-30,ND)

225. Lots of cultures and groups but not integral in attitudes-eg black students union-as long as you are not dark in completion and practice African cultures, you are not accepted even if you are more African than they are. (F,O,23-30,ND)

226. I really enjoyed the International Day because I felt as if I was in my state. (F,H,23-30,ND)

227. I don't have problems with anybody here, don't worry if they're women or man, or belong to different ethnic group. I'm glad to belong to RSC. (M,H,31-40,ND)

228. Everyone is working hard here. Congratulations. (M,H,23-30,ND)

229. Today there is a small atmosphere of discrimination. It's little, but it exists. (M,H,19-22,ND)

230. I really thank RSC for giving me the opportunity to learn and be prepared for my future in this country. (M,H,23-30,ND)

231. I think this student survey is very important for us. (F,H,23-30,ND)

232. Mexican study group. (M,H,19-22,ND)

Please give us your comments on the topic of special student groups and cultural diversity at RSC. (Cont.)

233. I feel that special student groups are fine as long as you make sure all cultures are noticed and not ignored. (M,AA,23-30,ND)

234. I can see that students tend to separate and form groups with the people from the same background. Young adults tend to be racist and mean. (F,H,23-30,ND)

235. Cultural diversity is not a problem for me and it shouldn't be any body. (M,H,31-40,ND)

236. Please continue helping us with all the needs that we have. (__,H,19-22,ND)

237. I think that every culture is accepted. What matters is that all cultures are interesting. But there are also diversities against each culture. The diversities are based on the difference of races. For example, there are some people that discriminate against other people or their religion, culture, and origin. (M,F,19-22,ND)

238. I think RSC. has been very good at educating people of different ethnic groups, I get along very well with everybody. (M,H,19-22,ND)

239. Cultural planning, continuing education and recruiting people for a chance of an education. Graduations, financial planning. (F,AA,31-40,ND)

240. I think every race should have a group that makes them feel proud of themselves. That includes whites, hispanics, blacks and asians. At the same time, these groups should make a point of mentioning that although they are proud of their race, there are still other human beings which make up other different races and those races are just as deserving of respect and appreciation as the other. No group should be allowed to keep out other people of different races who would support them, and the different races shouldn't be able to demean another entire race because of their anger towards them. That is also being racist. And besides every race has its good guys and its bad guys. But no entire race is bad. (F,H,19-22,ND)

241. Could be good but it also could create new problems. (M,H,19-22,ND)

242. Basically there is too much discrimination toward minorities such as asian people and hispanics from the white anglo. (M,H,19-22,ND)

243. I think that in order to make the school a greater school we all have to work together and integrate other ethnic student groups and staff members. (F,H,19-22,ND)

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Please give us your comments on the topic of special student groups and cultural diversity at RSC. (Cont.)

244. Students should associate with each other according to their social activities through different events like sports, theater, dance group etc. (F,H,31-40,ND)

245. I attend RSC because of the ethnic mix found here. It is a wonderful chance to make friends with foreign students and students of different backgrounds. (M,W,51-60,ND)

246. I have never participated in any campus activities. (M,AA,31-40,ND)

247. Things are quite diverse but relaxed. Scholarly intentions. Seem to cross cultural barriers. (M,W,41-50,ND)

248. Keep the price of unit to 10.00 per unit in the fall. (M,W,31-40,ND)

249. The cultural diversity is wonderful, not always respected by my own race. (M,W,31-40,ND)

250. The cultural diversity is fine. (M,B,31-40,ND)

251. So far, so good. (F,B,31-40,D)

252. Overall is a good place to study, we have good instructors. (F,H,23-30,ND)

253. The cultural at RSC, the student, the opportunity to interact with different people, learning their customs, and beliefs, which give us a very good understanding of them. (M,H,23-30,ND)

254. The counseling class has helped me a lot. (M,H,19-22,ND)

255. I learned that RSC has really helped me a lot in thinking of what kind of major I want etc. (F,H,23-30,ND)

256. RSC is doing good job. (F,H,19-22,ND)

257. Puerto club is good. (M,H,19-22,ND)

258. All I can say is that I love coming to RSC. Stop the violence and increase the peace. (M,H,19-22,ND)

259. Very diversified. (F,W,41-50,ND)

260. Too many questions on this form-take away from learning time. Stop doing this now. (M,W,31-40,ND)

261. Don't have enough information to give you an opinion. (M,W,41-50,D)

262. Is a melting pot of ethnic groups and does very well to accommodate everyone's learning needs. (M,H,31-40,ND)

Please give us your comments on the topic of special student groups and cultural diversity at RSC. (Cont.)

263. I do not believe equality or equal opportunity will ever be accomplished by either stressing or suppressing information about various ethnic or gender groups. Give credit where earned and blame where merited-let's stop the liberal reverse discrimination whereby I am deemed to be guilty of some racial wrong solely because my skin is white. (M,W, 51-60,ND)

264. Well I understand and find out a lot about the ethnic groups different from my ethnic group, and it is great to evaluate this terms. (F,A,19-22,ND)

265. I come to school to learn my classes for my degree. I have acquaintances of different ethnic backgrounds. Frankly, I do not care whether the "atmosphere" here at the Orange Campus promotes any extra-activities to integrate everyone. I don't feel as if there is a negative atmosphere so the present one is A-okay. (F,W,31-40,ND)

266. I think this is a lame questionnaire - no offense, but all groups are of special interests - whites, make, female, other races male, female have similar needs and desires. To specially focus on particular groups is reverse discrimination - all services should be available to all groups. There are blacks, asians, whites, and everyone else who need - financial aid, have learning disabilities, need special services like medical clubs to socialize in. I think RSC needs to teach unity, not separation. (F,W,23-30,ND)

267. Really, really stinks! The reason we have racial problems is because we keep making an issue of it. Quit reminding us that we're different. (M,W,23-30,ND)

268. I wish there was not always so much emphasis on "minorities." (F,W,19-22,ND)

269. Students from different groups and cultural diversity enrich everybody's knowledge and interest for people from all over the world. (F,H,23-30,ND)

270. If the college is in financial trouble, why are you spending money printing these unimportant questionnaires? Stop trying to favor minorities and women and treat everybody equally. (M,W,19-22,ND)

271. This survey will be helpful to pinpoint cultural interest in order to create a harmonious atmosphere. (M,A,31-40,ND)

272. Ethnic groups should be integrated to create a more unified diverse college. (M,H,19-22,ND)

Note: (gender, ethnicity, age group, disability status)

Gender	Ethnicity		Age Group		Disability Status
M = Male	AA = Am Ind/Al Ntv	H = Hispanic	18 and under	41 - 50	D = Disability
F = Female	B = Black	F = Filipino	19 - 22	51 - 60	ND = No Disability
	A = Asian	W = White	23 - 30	Over 60	
	PI = Pacific Islander	O = Other	31 - 40		

Please give us your comments on the topic of special student groups and cultural diversity at RSC. (Cont.)

273. Very inclusive to minorities only, there is no place for me and I can't wait to leave. (M,W,23-30,ND)

274. To have an authentic cultural diversity, we must believe that America is for everybody and "we are the world", too. (M,A,31-40,ND)

275. The students are great, they are all nice. They all are helping each other, I am really satisfied with this school. It's just that my family expect me to go to university. (F,A,19-22,ND)

276. I think that it would be better to have more diversity at RSC and for students to get along well. (M,H,19-22,ND)

277. I believe a college should be for educational purposes, and have academic standards for all students. Cultural diversity should not be an issue. (M,W,31-40,ND)

278. Ethnicity and gender are almost always neutral issues here which I think is excellent. (M,W,31-40,ND)

279. I think the groups and cultural diversity were great. (F,A,23-30,ND)

280. I believe that some organizations do more to hurt cultural diversity than to help. (M,W,23-30,ND)

281. I personally find this entire questionnaire a waste of paper. All this does is stir the pot by people who think they are being discriminated against. (M,W,23-30,ND)

282. They should be treated like everyone and everybody else. (M,W,19-22,ND)

283. I would like to see more. (F,H,19-22,ND)

284. If tuition goes up people like me lose out on a education and end up flipping burgers at McDonalds, and you lose money. Think about it, 15 years ago you could go to a community college for pennies not hundreds of dollars. If I work full-time to have money to pay for school how am I supposed to study and learn and not burn out in 6 months. (F,W,19-22,ND)

285. Being a white person I feel that we are now the special student group. Because I am white I feel there are not as many options open to me because of the large amount of immigrants in this country. I feel we should be considered equal and all options open regardless of race or color. (F,W,31-40,ND)

286. This form is a waste of money, an ice cream cone for each student would have been better. (M,W,51-60,ND)

287. ASB does a splendid job. (F,H,19-22,ND)

Please give us your comments on the topic of special student groups and cultural diversity at RSC. (Cont.)

288. I wish the college would spend as much time worrying about educating students as it does worrying about discrimination. (M,W,23-30,ND)

289. There are other ethnic groups that are given more financial assistance because they are foreigners, especially Asian students. Financial Assistance should not be given to people of different ethnic groups. The only factor that should be considered is their financial status. (F,H,19-22,ND)

290. I have attended SAC/RSC for almost 20 years and it has definitely changed. The composition of the student body seem to go through ethnic phases. (F,W,41-50,ND)

291. I believe rather than have certain ethnic clubs going, make one so many different ethnic groups can interact together, and learn about each other. (F,H,19-22,ND)

292. I feel there is a lot of help if you have come from another country ex: Asia but if you have not then they just don't pay as much attention. I don't feel it is my fault that I didn't come from Asia. (F,H,19-22,ND)

293. It's great. (M,H,31-40,ND)

Note: (gender, ethnicity, age group, disability status)

Gender	Ethnicity		Age Group		Disability Status
M = Male	AA = Am Ind/Al Ntv	H = Hispanic	18 and under	41 - 50	D = Disability
F = Female	B = Black	F = Filipino	19 - 22	51 - 60	ND = No Disability
	A = Asian	W = White	23 - 30	Over 60	
	PI = Pacific Islander	O = Other	31 - 40		

Total "Unsatisfied Or Very Unsatisfied" by Ethnicity from 1991-92 Student Satisfaction Survey

Service	White	Hispanic	Asian	African-American	Other	TOTAL 1992	TOTAL 1991
Admissions and Registration	20%	20%	28%	14%	21%	22%	17%
New Student Orientation	35%	29%	35%	23%	54%	34%	33%
Placement Testing	28%	21%	34%	17%	43%	28%	32%
Academic Counseling	31%	24%	37%	35%	50%	31%	35%
Personal Counseling	33%	28%	37%	36%	41%	33%	36%
Financial Aid	38%	31%	43%	27%	43%	38%	39%
Bookstore	30%	29%	47%	25%	36%	34%	31%
Parking	49%	55%	55%	53%	61%	53%	57%
Food Services/Cafeteria	33%	34%	53%	36%	34%	39%	30%
Health Center	24%	24%	34%	31%	33%	28%	20%
Library	22%	12%	22%	16%	27%	20%	14%
Tutoring	26%	18%	30%	18%	40%	26%	18%
Career Planning	27%	21%	38%	19%	45%	29%	23%
Job Placement	31%	28%	42%	31%	54%	35%	38%
EOPS	34%	28%	41%	22%	43%	35%	35%
Veteran Services	30%	36%	45%	31%	39%	37%	31%
Computer Services	26%	21%	35%	34%	45%	28%	20%
Security	33%	27%	39%	39%	34%	35%	29%
Child Care	28%	28%	46%	40%	50%	36%	31%
Recreational/Athletic Program	30%	26%	45%	28%	40%	34%	18%
College Cultural Programs	28%	27%	44%	21%	54%	34%	23%
Instructional Quality	13%	12%	22%	12%	12%	15%	---
Variety of courses	20%	19%	29%	34%	21%	23%	---
Availability of courses	36%	39%	58%	54%	36%	39%	---
Class size	21%	26%	38%	37%	23%	27%	---
Career guidance from faculty	33%	29%	49%	22%	47%	36%	---
Appearance of campus	16%	12%	32%	17%	23%	20%	---

These two groups express high levels of dissatisfaction in this survey.

Responses to Statements About Educational Experiences by Ethnicity from 1991-92 Student Satisfaction Survey

	White	Hispanic	Asian	African-American	Other	TOTAL	
						1992	1991
It is very hard for students to get their concerns known and acted upon.							
Yes	35%	45%	56%	40%	42%	43%	32%
No	65%	55%	44%	60%	58%	57%	68%
I have an individual educational plan that I developed with a counselor or advisor.							
Yes	39%	41%	52%	43%	43%	43%	43%
No	61%	57%	48%	57%	57%	57%	57%
I am certain about what I am getting from college.							
Yes	72%	68%	79%	84%	98%	73%	79%
No	28%	32%	21%	16%	2%	27%	21%
I have learned to study well enough to handle the work in the time I have.							
Yes	78%	66%	67%	76%	62%	72%	74%
No	22%	34%	33%	24%	38%	28%	26%
I would recommend RSC to a friend.							
Yes	95%	97%	83%	83%	95%	92%	95%
No	5%	3%	17%	17%	5%	8%	5%
Going to college has been a growth experience for me.							
Yes	87%	93%	89%	91%	97%	89%	—
No	13%	7%	11%	9%	3%	11%	—

Higher levels of dissatisfaction are noted.

Selected Student Comments Addressing Diversity Issues from the 1991-92 Graduate Student Survey

Quality of the academic preparation offered at RSC:

- RSC offers a good preparation for student, especially for international students.

Satisfaction with services provided by RSC:

- The services RSC provides are very helpful.
- RSC adequately provides a diverse student life, I really enjoy cultural programs and international student activities on campus.

Overall impression of campus environment:

- On-campus cultural activities are important and very enriching.
- It was an adjustment at first because of all the ethnic cultures. (3)
- The students tend to stay in their own cultural groups, and I find it difficult to communicate with the foreign students on a social level.
- I'm from a different sub-culture; I didn't fit in with the people. I learned about other cultures.
- I really love the atmosphere of the campus. It represents almost all kinds of races in the world.
- I enjoyed International week and cultural events put on by the Latin club.
- Try to encourage more American people to enroll.

Most pleased/satisfied with at RSC:

- An exceptional staff of instructors and supporting staff, good intercultural atmosphere.
- Many activities offered but need more cultural diversity programs. (5)
- I had one chance to participate in a ceremony to honor minority students for their achievements at the junior college level. RSC is a multi-ethnic college and appears to be working towards the demands and goals of students.

Most in need of improvement at RSC:

- As far as I am concerned no major changes are needed, perhaps a Chicano Studies Department.
- Recruitment of more minority instructors for better student representation.
- Black Student Union.
- More of a conservative approach to problems in History. Ethnic diversity is over emphasized.
- International student office is always out of reach and can't help students who need help. This needs to be changed.
- Like most of other students in RSC, I came to USA as boat people, we tried to catch up our education here in this country; sometimes we all have a hard time with instructors, some of them are Racist (prejudiced) or not communicated well with oriental students, rather than other white students in the class room.
- One improvement RSC needs is student participation and activities to unite students with different cultural backgrounds. This will stimulate learning and understanding in other people who will eventually be working together in the future.
- You need to go to the predominantly white schools and let the students (parents) know what "a good deal" junior colleges are. A lot of my friends don't think junior colleges are as good as universities for the first two years.
- Need to hire more interpreters with skill to sign for the hearing impaired. (3)
- Teachers would allow non-English students to turn in papers and projects that were written at less than sixth grade level and still give them good grades. They would also take class time to explain English to these students. These students would also not do "their share" in group projects, yet still get good grades.

Selected Student Comments Addressing Diversity Issues from the 1991-92 Student Satisfaction Survey

One thing most in need of improvement at RSC:

- More activities involving students, clubs, games, returning older students, etc.
- Financial aid for foreign students. (2)
- Personal counseling for minority students. (2)
- Parking, especially for handicapped students.
- ESL program.
- The Health Center needs some people that can speak other languages. (3)
- The math lab and study center need clear speaking tutors that teach instead of just doing the problems for you.
- Non-resident tuition.
- Have more courses, especially in foreign languages. Have organizations that join native and non-native speakers.
- Accounting, Math, English, Hispanic Art.
- More availability of ESL classes.

Faculty/Instructors:

- Teachers that don't have a strong accent so you can understand better.
- Get more variety of teachers to teach certain subjects.
- More Latino/Chicano faculty.

Cultural diversity:

- More opportunities for people with multi-ethnic backgrounds. (6)
- The efficiency of the international student office has to improve. (2)
- International students association. (2)
- RSC needs a better mix of cultures. Right now there are too many Asians - Where are the Hispanics that live/work in Santa Ana, my wonder is if they're able to afford to attend college. I think that is something to look into.
- Leadership.

English:

- I want to learn more English (8)
- English language speaking. (3)
- Language skills necessary to enroll in courses.
- Using English language instead of others.

One thing most pleased/satisfied with at RSC:

- International student counselors.
- Good character of ESL teacher (very excellent).
- No discrimination toward international students. (2)
- You are treated equally and with great respect. (2)
- Opportunities/help offered at RSC for disabled students.
- No discrimination between instructors and students.
- Diversity of students and culture--variety of ethnic backgrounds. (3)
- Ethnic diversity.
- Can see many international students.

Selected Student Comments Addressing Diversity Issues from the 1991-92 Transfer Survey

Were you eligible for the California State University when you left high school?

- I don't know because I didn't graduate in the U.S.A.
- I can't go directly to CSU since I don't have transcript from my high school in Vietnam.
- I came from Vietnam--had to retake everything.
- Foreign Student (4), learning the English language.

What aspects of RSC did you like most?

- Cultural diversity. (6)

Do you have any suggestions for improvement at RSC?

- Give poor whites the same chance at financial aid, etc. as minorities, help minorities understand definitions that pertain to the educational process.
- International office workers to speed up and be kind.
- Have more student activities (2), and more English speaking people in the math lab--sometimes it was hard to learn when the people didn't speak the same language.
- There are some white counselors and instructors, who discriminate against non-white students. (more English speaking counselors) It's unfair for students who are treated unequal.
- Introduce more career planning opportunities for all races after graduation.

What suggestions do you have for improving the transfer program at RSC?

- Appeal more toward the minorities at school Chicano/Mexicans/Latinos.

Were the expectations you had entering CSUF fulfilled?

- Not the same cultural diversity as at CC level. It is unfortunate and scandalous.

What was the one greatest obstacle or problem to reaching your educational goal at RSC? Were you able to overcome it?

- Feeling out of place because of my age (older than any student) / I used it to my advantage -I got more respect from most instructors.
- Language problem (4) / Time and endeavor-study, classes (ESL courses)
- English language / learn English and practice speaking English.

3

*** Student Performance and Retention ***

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Sources

- Betty Dixon, Puente Program
- Danita Terry, Higher Ground Counselor
- Carolyn Wilson-Poston, Career Beginnings Program
- Existing statistics and studies:
  - Pathways to Persistence, 1993
  - Special RSC ITS Computering Programs for Equity Study
- Interviews:
  - Chris Arce, Director of EOPS

3

*** Student Performance and Retention ***
Summary

Questions:

- Do students of all groups (gender, ethnicity, age, disability) perform and persist equitably?
- Do special student programs enhance student performance?

Conclusions:

- Special programs (e.g. Higher Ground, Puente, Matriculation) greatly enhance persistence and performance of underrepresented students.
- Semester-to-semester persistence rates and transfer performance are greatest for Asians. Persistence rates for African-Americans are lower than for other ethnic groups. EOPS and financial aid students have high semester-to-semester persistence rates.
- Hispanic students are not as prevalent in the higher level courses of the English, Math, and ESL sequence of courses as other ethnic groups.
- Only 17% of RSC's Fall 1991 transfer students were Hispanic. The average g.p.a. for Hispanic students was lower than that for other ethnic groups.
- The older the student, the better the g.p.a.

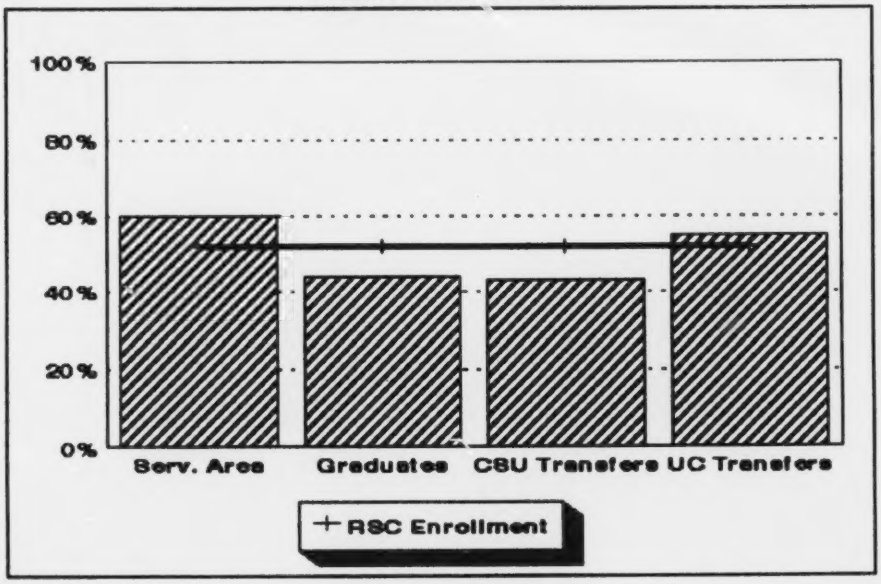
Recommendations:

- Continue to expand and implement support programs that are designed specially to enhance performance of underrepresented groups.
- Performance and success rates of Hispanic students must be improved.
- Special support to facilitate success of underprepared students in Math, English, Political Science and Psychology---disciplines needed for transfer---is needed.
- Valuable components of special support programs should be studied and identified. We think they include:
    - encouraging underrepresented students to aspire to transfer;
    - teamwork between counselors and classroom faculty;
    - mentoring of students;
    - forms of financial aid;
    - study groups; and
    - enhancing and supporting students' commitment to their educational goals.

A Comparison of Ethnic Distributions

	White	Hispanic	Asian	Black	Other
RSC Service Area* 1990	39%	48%	11%	2%	-
RSC Enrollment Fall 1992	48%	27%	16%	3%	6%
RSC Graduates (AA's & AS's) 1991-92	56%	17%	20%	2%	5%
RSC Transfer Students to a CSU Fall 1991	57%	17%	21%	2%	4%
RSC Transfer Students to a UC Fall 1991	45%	17%	30%	2%	6%

Percent Non-White



* The ethnic distribution of the 1990 Census population within a 30-mile radius of RSC, a comparative measure used by the California Community Colleges' Chancellor's Office, was: 44% White, 37% Hispanic, 9% Black, and 10% Asian. For the population 18 years of age or older, the population was slightly less diverse (48% White).

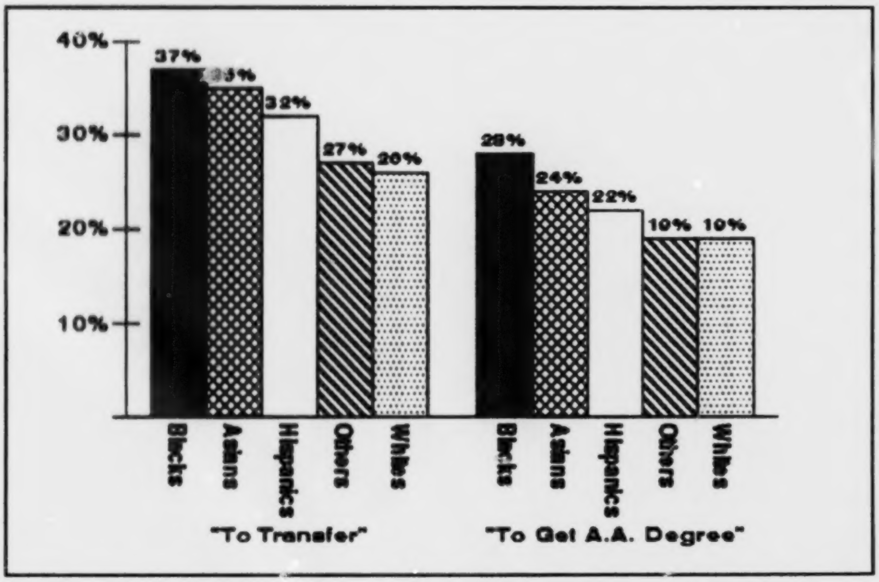
Source: RSC Research Department

Educational Objective by Ethnicity

Fall 1992

Educational Objective	Asian n	Asian %	Black n	Black %	Hispanic n	Hispanic %	White n	White %	Other n	Other %
Vocational Certificate	298	7	45	5	416	6	760	6	84	5
Employment Courses:	644	14	210	25	1508	20	3856	29	410	25
a. Career Interest	(113)	(18)	(32)	(15)	(418)	(28)	(701)	(18)	(91)	(22)
b. New Career	(256)	(40)	(52)	(25)	(523)	(35)	(1099)	(29)	(114)	(28)
c. Career PRM	(180)	(28)	(68)	(32)	(362)	(24)	(1335)	(35)	(117)	(29)
d. Get License	(95)	(15)	(58)	(28)	(215)	(14)	(721)	(19)	(88)	(21)
A.A. Degree:	1295	30	283	34	2259	30	3302	25	414	25
a. Transfer	(959)	(74)	(231)	(82)	(1782)	(79)	(2506)	(76)	(320)	(77)
b. Vocational	(336)	(26)	(52)	(18)	(477)	(21)	(796)	(24)	(94)	(23)
Transfer, no A.A.	639	14	76	9	599	8	950	7	125	8
Personal Interest	353	8	58	7	403	5	1762	13	156	9
Other	162	4	29	3	236	3	405	3	53	3
Improve Basic Skills	253	6	8	1	435	6	138	1	30	2
Undecided	793	18	119	14	1552	21	2018	15	364	22
High School Diploma	38	1	8	1	90	1	73	1	10	1

Put another way (with some of the categories in the above table combined), the percentages of students desiring to transfer and to get an A.A. degree are shown in the graph below. It is important to look at objectives this way so that we can assess the extent to which these objectives are met by each special group.



Semester-to-Semester Persistence for Asian Students

Cohort	Semesters Enrolled After Initial Enrollment										
	2nd	3rd	4th	5th	6th	7th	8th	9th	10th	11th	12th
Fall 1983 Group	66%	48%	39%	35%	28%	19%	17%	12%	11%	8%	6%
Fall 1984 Group	59	46	40	29	24	19	14	11	10		
Fall 1985 Group	61	43	36	28	23	14	13				
Fall 1986 Group	56	40	32	22	19						
Fall 1987 Group	55	36	29	*							
Fall 1988 Group	49	35	30	23	19	17	13	11	9		
Fall 1989 Group	60	42	36	28	24	16	13				
Fall 1990 Group	55	46	40	33	27						
Fall 1991 Group	62	45	41								
Fall 1992 Group	61										

Semester-to-Semester Persistence for White Students

Cohort	Semesters Enrolled After Initial Enrollment										
	2nd	3rd	4th	5th	6th	7th	8th	9th	10th	11th	12th
Fall 1983 Group	41%	25%	20%	16%	13%	11%	9%	7%	6%	5%	4%
Fall 1984 Group	39	24	18	14	12	9	8	5	5		
Fall 1985 Group	38	23	18	14	14	9	8				
Fall 1986 Group	36	22	18	12	10						
Fall 1987 Group	39	21	17	*							
Fall 1988 Group	34	22	18	14	12	11	9	8	6		
Fall 1989 Group	43	29	25	19	17	12	11				
Fall 1990 Group	47	30	26	19	17						
Fall 1991 Group	48	30	23								
Fall 1992 Group	48										

* Reliable figures are no longer available for cohorts beginning prior to 1988 because of a change in the way student identification numbers are issued.

Semester-to-semester persistence rates are highest for Asians and lowest for Blacks.

Source: Pathways of Student Persistence at RSC, 1993

Semester-to-Semester Persistence for Hispanic Students

Cohort	Semesters Enrolled After Initial Enrollment										
	2nd	3rd	4th	5th	6th	7th	8th	9th	10th	11th	12th
Fall 1983 Group	45%	26%	22%	17%	16%	14%	11%	9%	9%	3%	6%
Fall 1984 Group	41	26	23	18	15	12	11	9	8		
Fall 1985 Group	45	28	23	19	18	14	12				
Fall 1986 Group	42	28	22	15	14						
Fall 1987 Group	44	23	21	*							
Fall 1988 Group	41	31	27	24	19	18	16	13	11		
Fall 1989 Group	51	37	30	27	24	19	17				
Fall 1990 Group	53	39	35	28	25						
Fall 1991 Group	56	42	34								
Fall 1992 Group	52										

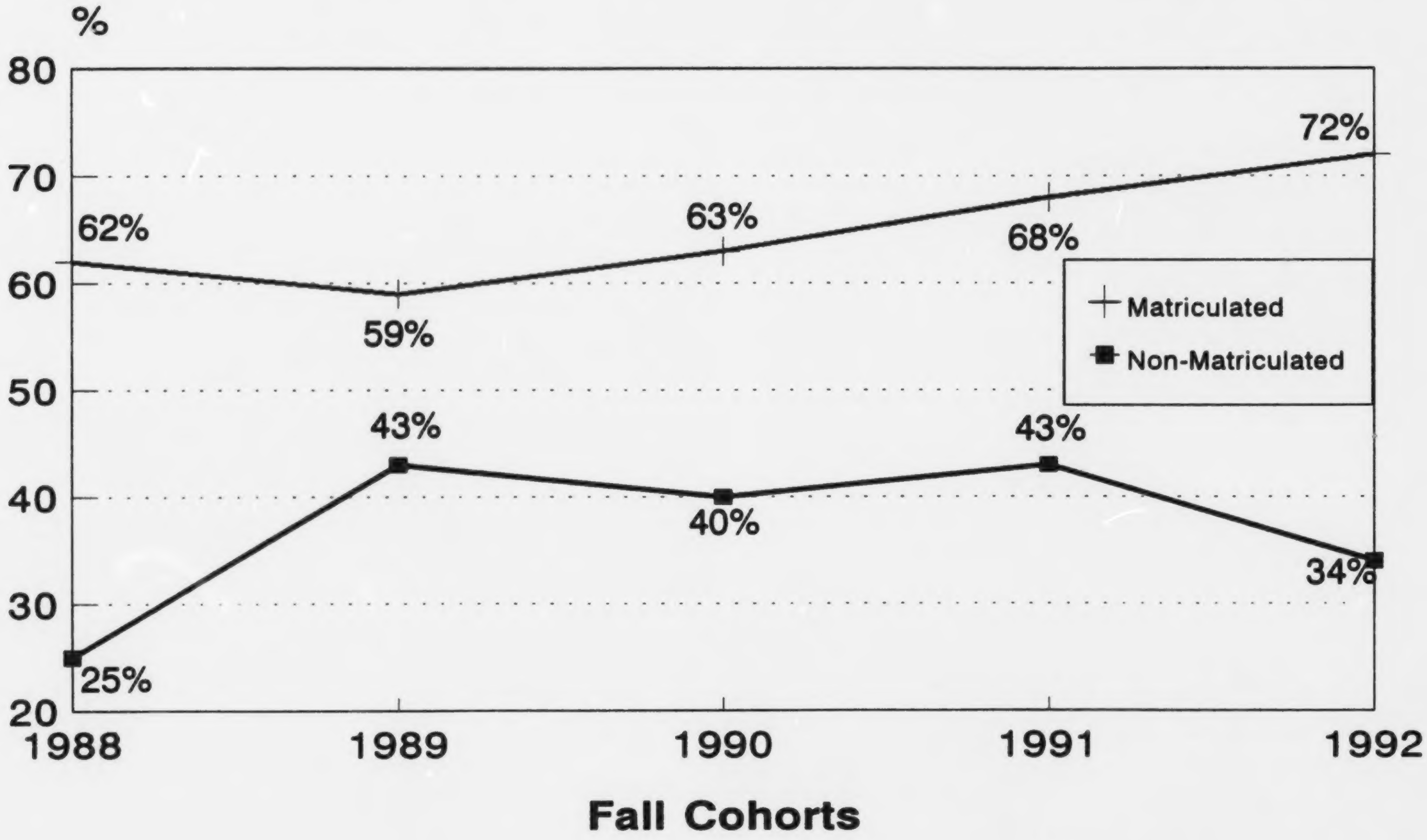
Semester-to-Semester Persistence for Black Students

Cohort	Semesters Enrolled After Initial Enrollment										
	2nd	3rd	4th	5th	6th	7th	8th	9th	10th	11th	12th
Fall 1983 Group	39%	20%	17%	11%	9%	8%	8%	6%	6%	4%	3%
Fall 1984 Group	33	22	18	15	13	10	9	8	5		
Fall 1985 Group	33	19	16	12	10	7	6				
Fall 1986 Group	32	23	19	10	10						
Fall 1987 Group	55	36	29	*							
Fall 1988 Group	37	26	26	16	14	13	12	8	7		
Fall 1989 Group	47	30	24	18	16	10	9				
Fall 1990 Group	44	28	26	18	17						
Fall 1991 Group	44	24	19								
Fall 1992 Group	40										

* Reliable figures are no longer available for cohorts beginning prior to 1988 because of a change in the way student identification numbers are issued.

Source: Pathways of Student Persistence at RSC, 1993

SECOND SEMESTER PERSISTENCE RATES MATRICULATED AND NON-MATRICULATED STUDENTS



Source: Pathways of Student Persistence at RSC, 1993

Semester-to-Semester Persistence for EOPS Students

Cohort	Semesters Enrolled After Initial Enrollment										
	2nd	3rd	4th	5th	6th	7th	8th	9th	10th	11th	12th
Fall 1986 Group	97%	48%	68%	47%	47%						
Fall 1987 Group	98	86	78	*							
Fall 1988 Group	90	85	79	61	52	9	5	1	1		
Fall 1989 Group	89	79	70	39	33	4	2				
Fall 1990 Group	89	80	74	58	52						
Fall 1991 Group	NA	NA	NA								
Fall 1992 Group	95										

Semester-to-Semester Persistence for Financial Aid Students

Cohort	Semesters Enrolled After Initial Enrollment										
	2nd	3rd	4th	5th	6th	7th	8th	9th	10th	11th	12th
Fall 1986 Group	91%	42%	45%	28%	28%						
Fall 1987 Group	91	55	26	*							
Fall 1988 Group	87	55	56	33	38	15	18	11	9		
Fall 1989 Group	93	56	57	35	37	12	11				
Fall 1990 Group	91	61	65	46	44						
Fall 1991 Group	NA	NA	NA								
Fall 1992 Group	94										

* Reliable figures are no longer available for cohorts beginning prior to 1988 because of a change in the way student identification numbers are issued.

Source: Pathways of Student Persistence at RSC, 1993

Grades, Degrees & Certificates Earned by Special Groups
Fall 1992

	Course GPAs		# of course seats represented		Degrees (%)		
	100+ level courses	<100 level courses	n	%	AA (n=1,857)	AS (n=790)	Cert. (n=798)
Ethnicity							
American Indian	2.95	2.93	483	1%	1%	1%	1%
Black	2.79	2.97	1,143	3	3	2	3
Asian	2.93	3.11	5,099	15	14	19	31
Pacific Islander	2.83	3.12	190	1	1	1	1
Hispanic	2.67	2.74	8,551	25	19	12	19
Filipino	2.77	3.02	546	2	1	2	1
Other Non-White	2.90	3.05	905	3	2	3	1
White	3.07	3.16	16,718	50	59	60	44
Alaskan Native	3.25	3.50	5	-	-	-	-
Total	2.92	3.01	33,640	100	100	100	100
Age							
<20	2.71	2.46	2,748	8	1	-	-
20 - 24	2.75	2.79	8,733	26	24	16	6
25 - 29	3.03	3.10	6,097	18	17	21	15
30 - 49	3.21	3.27	12,972	39	47	59	66
50+	3.28	3.31	3,090	9	11	4	14
Gender							
Male	2.90	3.00	18,632	55	47	70	51
Female	2.94	3.01	14,984	45	53	30	49
Disabled							
Disabled	2.88	2.78	673	2	2	2	4
Economically	2.78	2.81	4,384	13	13	13	15

Drop-Out Rates* by Special Groups (Fall 1992)

	Total Students		Drop-Out Rate
	N	%	%
Ethnicity			
American Indian	347	1%	15%
Black	742	3	15
Asian	4,273	17	11
Pacific Islander	139	2	14
Hispanic	6,746	27	14
Filipino	421	2	13
Other Non-White	615	2	12
White	12,051	48	12
Alaskan Native	5	-	-
Age			
< 20	2,533	10	11
20 - 24	7,550	30	12
25 - 29	4,481	18	14
30 - 49	8,687	34	13
50 +	2,088	8	12
Gender			
Male	13,326	53	12
Female	12,011	47	13
Disabled			
Disabled	592	2	7
Economically	4,058	16	11

* A student who totally withdraws from all classes during the semester.

Course Withdrawal Rates* of Students in Special Programs*
(Fall 1992 Seatcount)

Special Program		Withdrawal Rate (%)*
Puente	(n = 434)	23.3%
Higher Ground	(n = 413)	20.7%
EOPS	(n = 3,409)	13.3%
Courses 100 +	(n = 31,677)	22.7%
Courses < 100	(n = 12,744)	19.0%
Athletic Eligibility	(n = 356)	21.6%
Total College Seats	(n = 44,421)	27.7%

* Of all courses in which special program students are enrolled.

Distributions of Students in Course Sequences by Special Groups

Fall 1992

	* English *		
	English 060 n=487	English 061 n=755	English 101 n=931
Ethnicity:			
Black	3%	2%	2%
Asian	11	8	19
Hispanic	63	46	33
White	17	37	40
Other Non-White	6	6	5
Age:			
<20	57	47	29
20 - 24	29	34	46
25 - 29	6	7	11
30 - 49	3	10	13
50+	-	1	1
Gender:			
Male	47	49	51
Female	53	51	50
Other:			
Disabled	3	2	2
Ec. Dis.*	47	28	26

	* ESL *			
	ESL 105 n=395	ESL 107 n=332	ESL 109 n=299	ESL 110 n=248
Ethnicity:				
Black	-	-	-	-
Asian	55%	53%	61%	71%
Hispanic	41	42	36	22
White	2	2	1	4
Other Non-White	1	2	1	2
Age:				
<20	10	12	7	6
20 - 24	34	35	41	39
25 - 29	18	22	24	19
30 - 49	33	27	24	32
50+	5	4	4	4
Gender:				
Male	56	57	57	45
Female	42	43	44	55
Other:				
Disabled	1	2	2	3
Ec. Dis.*	43	49	43	38

* Economically Disadvantaged

Distributions of Students in Course Sequences by Special Groups
Fall 1992

	* Math *			
	Math 008 n=53	Math 050 n=659	Math 060 n=375	Math 080 n=657
Ethnicity:				
Black	4%	3%	1%	2%
Asian	11	6	14	14
Hispanic	47	49	48	40
White	32	38	30	38
Other Non-White	6	3	6	4
Age:				
<20	9	30	56	29
20 - 24	47	37	29	45
25 - 29	4	13	8	11
30 - 49	38	19	7	15
50+	2	2	-	-
Gender:				
Male	45	50	41	46
Female	55	51	59	54
Other:				
Disabled	21	4	1	3
Ec. Dis.*	36	33	37	28

	* Math *				
	Math 080 n=657	Math 105 n=172	Math 140 n=345	Math 150 n=167	Math 219 n=60
Ethnicity:					
Black	2%	3%	3%	4%	5%
Asian	14	10	19	49	18
Hispanic	40	29	34	16	25
White	38	54	39	31	37
Other Non-White	4	4	6	-	5
Age:					
<20	29	20	25	10	5
20 - 24	45	55	50	60	57
25 - 29	11	14	12	19	20
30 - 49	15	11	12	10	18
50+	-	1	1	-	-
Gender:					
Male	46	42	52	51	48
Female	54	58	48	49	52
Other:					
Disabled	3	3	2	2	3
Ec. Dis.*	28	23	29	32	18

* Economically Disadvantaged

Distributions of Students in Course Sequences by Special Groups
Fall 1992

	* Math *				
	Math 080 n=657	Math 160 n=189	Math 170 n=149	Math 180 n=232	Math 185 n=71
Ethnicity:					
Black	2%	-	4%	-	1%
Asian	14	28%	40	53%	54
Hispanic	40	32	22	19	16
White	38	32	28	25	27
Other Non-White	4	7	6	2	3
Age:					
<20	29	22	23	37	16
20 - 24	45	47	44	39	52
25 - 29	11	14	18	15	17
30 - 49	15	16	15	10	14
50+	-	-	-	-	1
Gender:					
Male	46	68	71	69	78
Female	54	32	30	32	23
Other:					
Disabled	3	1	-	-	1
Ec. Dis.*	28	37	35	41	34

	* Nursing *		
	Nursing 100 n=140	Nursing 140 n=66	Nursing 240 n=66
Ethnicity:			
Black	4%	3%	6%
Asian	11	11	3
Hispanic	29	9	9
White	48	62	59
Other Non-White	6	15	23
Age:			
< 20	19	-	-
20 - 24	45	20	18
25 - 29	13	29	20
30 - 49	24	49	52
50+	-	3	11
Gender:			
Male	15	12	8
Female	85	88	92
Other:			
Disabled	-	5	3
Ec. Dis.*	17	18	29

* Economically Disadvantaged

EOPS Student Population Served

Total number of EOPS students served:	1991-92 (N=965)		1990-91 (N=985)		1989-90 (N=1032)		1988-89 (N=923)	
Gender:								
Male	399	41%	415	42%	452	44%	426	46%
Female	566	59%	570	58%	580	56%	497	54%
Age:								
under 18	40	4%	35	4%	32	3%	16	2%
18-25	620	64%	705	72%	739	72%	642	70%
26-35	199	21%	168	17%	190	18%	190	21%
36+	106	11%	77	8%	71	7%	70	8%
Unknown	0	-	0	-	0	-	5	-
Ethnicity:								
Asian/Pacf Isl	555	57%	493	50%	525	51%	586	64%
Black	31	3%	40	4%	52	1%	41	5%
Caucasian	73	8%	94	10%	104	10%	102	11%
Filipino	4	-	6	1%	9	1%	-	-
Latino	285	30%	336	34%	318	31%	178	19%
Native Am	6	-	2	-	18	2%	7	1%
Other	11	1%	14	1%	6	-	9	1%
Educational Goals								
Transfer without AA/AS degree	Not Available		200	20%	183	18%	86	9%
Transfer with AA/AS degree			587	60%	579	56%	472	51%
Vocational AA/AS degree			72	7%	128	12%	147	16%
Other AA/AS degree			42	4%	16	2%	115	13%
Certificate/License			31	3%	33	3%	16	2%
Other			53	5%	93	10%	87	9%
High School Graduation								
High school diploma	Not available		768	78%	751	73%	549	60%
Equivalency (GED)			69	7%	77	8%	104	11%
Non-graduate			75	8%	75	7%	43	5%
Unknown			73	7%	129	13%	227	25%
Outcome Measures								
# of students receiving an AA/AS degree	Not available		41	4%	38	4%	35	4%
# of students receiving a Certificate/License			27	3%	8	1%	15	2%
# of students requesting transcripts for transfer			N/A	-	N/A	-	123	13%

Source: EOPS Program

Puente Project

The table below shows the grade distributions in English 061 and Freshman Composition for nine Puente groups:

Group	English 061				English 101			
	A,B, C	D, F	W	# of Grades	A, B, C	D, F	W	# of Grades
SP 86 - F 86	71%	29%	0%	34	51%	12%	27%	26
F 86 - SP 87	92%	8%	0%	37	51%	22%	28%	32
SP 87 - F 87	86%	14%	0%	36	76%	4%	20%	27
SP 88 - F 88	82%	7%	11%	28	73%	0%	26%	23
SP 89 - F 89	76%	10%	13%	30	88%	8%	4%	25
F 90 - SP 91	97%	0%	3%	30	97%	0%	3%	29
F 91 - SP 92	87%	3%	10%	30	73%	12%	15%	26
SP 92 - F 92	85%	15%	0%	26	36%	56%	8%	25
F 92 - SP 93	81%	3%	16%	32	*			

* Grades will not be available until the end of Spring 1993 semester

Source: Betty Dixon

Career Beginnings Outcomes
1986-1992

Student Outcome	86-87	87-88	88-89	89-90	90-91	91-92	Average
Attending 2 or 4-year College	61%	72%	76%	82%	85%	82%	77%
Work Only	15%	9%	7%	7%	8%	6%	9%
Military	10%	10%	5%	7%	2%	5%	5%
Training/Trade School	4%	3%	4%	3%	2%	3%	3%
Others: Unemployment Relocating Parenting	15%	11%	8%	3%	3%	6%	8%

Source: Career Beginnings, April 1993

Higher Ground Student Outcomes

Indicator (as of 9/91)	Freshmen		Sophomores	
	Higher Ground n=68	Comparison Group* n=65	Higher Ground n=23	Comparison Group* n=21
Gender: Male Female	36% 64%	35% 65%	52% 48%	48% 52%
Average age	19.1	18.1	19.6	19.8
Non-white	100%	100%	100%	100%
Families in receipt of public assistance	18%	NA	38%	NA
Recipients of financial aid from college or university	52%	99%	52%	38%
Students with (both) parents who never attended a college or university	90%	NA	100%	NA
Students who live in the county where your college or university is located	100%	100%	100%	100%
Students with B or better average in HS	40%	NA	26%	NA
Comparable basic skills	NA	NA	100%	100%
No summer intervention	NA	NA	100%	100%
First time Freshman	NA	NA	100%	100%
Still enrolled as of 1/92	NA	NA	91%	81%
Still enrolled as of 5/92	95%	NA	78%	66%
Grade Point Average (fall semester)	2.38	2.37	1.83	2.13
Grade Point Average (spring semester)	2.17	2.20	2.19	2.43
On academic probation (spring semester)	24%	29%	25%	24%
Passed all courses (fall semester)	74%	78%	57%	62%
Passed all courses (spring semester)	69%	63%	70%	57%
Left college to join the military during the last year	1%	NA	NA	NA
Left college during past 2 years & status is now unknown	NA	NA	9%	NA
Currently on Dean's List [GPA - 3.5 or higher]	6%	3%	4%	10%
Received scholarships	6%	NA	NA	NA

* a selected control group

Source: Higher Ground Program

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*** Curriculum and Pedagogy ***

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Sources

- RSC Resource Development Office
- Faculty Equity Questionnaire
- Student Equity Questionnaire
- Existing statistics and studies:
  - Staff Development Program
  - RSC 1992-1994 Catalog
- Interviews:
  - Paul Amorino, Director of Occupational Education & Economic Development
  - Mary Anne Anthony, Classroom Research Coordinator & Mathematics Instructor
  - Robert Ash, Chair of Management Department
  - Yolanda Garcia, Librarian & Jean Williams, Library Technician
  - Bonnie Jaros, Curriculum & Instruction Council Chair/Academic Senate President
  - Fran Williams, Diversity Specialist (1991-92) & Human Development Instructor
  - Nancy Warren, Interim Dean of Physical Education

4

*** Curriculum and Pedagogy ***

Summary

Questions:

- Is RSC curriculum broadened to include multi-cultural and other multiple perspectives?

- Is classroom pedagogy reflective of the needs of RSC's diverse students?

- Is college media and literature inclusive of multicultural perspectives?

Conclusions:

Faculty Equity Study Questionnaire responses

- Non-minority faculty believe greater efforts have been made to have an inclusive curriculum than do minority faculty (minority was defined here with respect to ethnicity or gender).

- All Black, Hispanic, and Asian faculty responding agreed with the statement "I am willing to further modify course content in order to include minority and/or non-Western ideas."

- All Black, Hispanic, and "Other" faculty agreed that all general education courses should include topics and examples related to a variety of ethnic groups and topics and examples in which people from various ethnic groups interact positively.

- Teachers who have been at RSC longest (≥20 years) answered in greater proportions than those with less tenure at RSC that they have continually changed the content of their courses to incorporate ethnic and gender issues.

- Just over half the faculty responding said that their courses incorporate material acknowledging: 1) women's contributions to their field and 2) societal contributions made by all ethnic groups.

- Over 60% of the faculty responding said that their courses incorporate multicultural perspectives on issues.

Other Conclusions

- Progress in this area at RSC is pervasive and has been great. More work, however, remains to be done.

Recommendations:

- Continue to develop staff development and other strategies (such as those of the classroom research project) that encourage all faculty to broaden their curricula and teaching strategies.

Faculty Equity Questionnaire

I am willing to further modify my course content in order to include minority and/or non-Western ideas. (quest3)		"Strongly Agree/Agree"
	Black (n = 3)	100%
	Asian (n = 5)	100%
	Hispanic (n = 7)	100%
	White (n = 57)	85%
	Other (= 2)	0%
	Total (n = 74)	89%
All general education courses should include topics and examples...		"Strongly Agree/Agree"
...related to a variety of ethnic groups. (quest14b)	Black	100%
	Asian	80%
	Hispanic	100%
	White	79%
	Other	100%
	Total	83%
...in which people from various ethnic groups interact positively. (quest14c)	Black	100%
	Asian	80%
	Hispanic	100%
	White	83%
	Other	100%
	Total	86%
Faculty and staff on this campus are generally act as though they are: willing, when appropriate, to incorporate racial, ethnic, and gender perspectives into their courses. (12d)		"Frequently"
	Black	33%
	Asian	33%
	Hispanic	0%
	White	61%
	Other	0%
	Total	53%
My department is receptive to the incorporation of multiple ethnic and gender perspectives material into the curriculum. (39)		"Frequently"
	SAC (n = 48)	83%
	OC (n = 7)	57%
	CEC (n = 6)	83%
	ALC (n = 2)	100%
	Total (n = 63)	81%

4-2

Faculty Equity Questionnaire

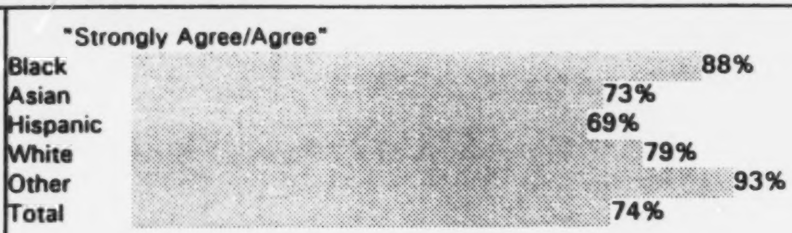
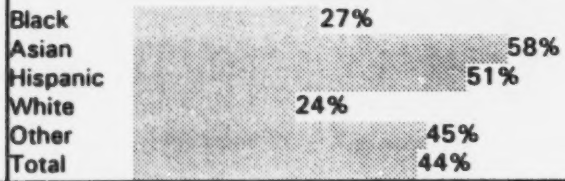
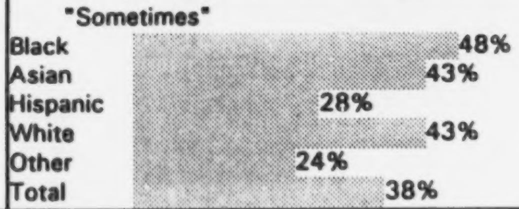
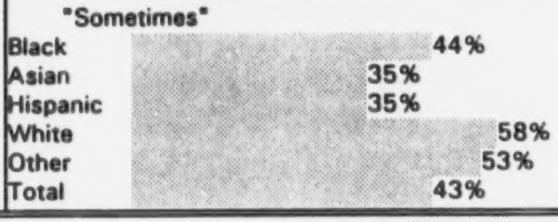
I have continually changed the content of my course(s) to incorporate ethnic and gender issues. (42)		"Frequently"
	Male (n=19)	42%
	Female (n=32)	75%
	Total (n=51)	63%
I have continually changed the content of my course(s) to incorporate ethnic and gender issues. (42)	Years at RSC	"Frequently"
	1-5 (n=14)	63%
	6-10 (n=13)	60%
	11-15 (n=13)	67%
	16-20 (=23)	59%
	20+ (n=12)	71%
	Total (n=75)	63%
Faculty here generally incorporate into their course curricula material acknowledging women's societal contributions. (27a)		"Frequently"
	Male (n=31)	35%
	Female (n=44)	40%
	Total (n=75)	38%
Faculty here generally incorporate into their course curricula...		"Frequently"
material acknowledging societal contributions made by all ethnic groups. (27b)	Total	38%
multicultural perspectives on issues. (27c)	Total	43%
My courses incorporate...		"Frequently"
material acknowledging women's contributions to the field. (28a)	Total	53%
material acknowledging societal contributions made by all ethnic groups. (28b)	Total	54%
multicultural perspectives on issues. (28c)	Total	61%
I would be interested in attending a faculty workshop(s) on issues pertaining to: women. (30b)		"Frequently"
	Male	22%
	Female	52%
	Total	41%

Faculty Equity Questionnaire

I would be interested in attending workshop(s) on issues pertaining to...		"Frequently"
...ethnic minorities. (30a)	Total	44%
...women. (30b)	Total	41%
...people with disabilities. (30c)	Total	42%
...gays and lesbians. (30d)	Total	35%

Student Questionnaire

The education of students should include course material that addresses the contributions of women and ethnic minorities to the field. (item27)		"Strongly Agree/Agree"
	Black	96%
	Asian	76%
	Hispanic	84%
	White	71%
	Other	81%
	Total	78%
My instructors incorporated into their classes: materials that acknowledge the contributions of people from a variety of ethnic groups. (item46)		"Strongly Agree/Agree" (SAC)
	Black	63%
	Asian	73%
	Hispanic	78%
	White	75%
	Other	81%
	Total	75%

Student Questionnaire	
Multiple viewpoints on ethnicity are discussed... ...in various department throughout campus. (item 49)	
...with reluctance by instructors and students. (item51)	
I interact with my instructors after class or outside of the classroom. (item83)	
I have seen on campus: textbooks in the bookstore written from a variety of racial, ethnic, or cultural viewpoints. (item129)	

Interview with Curriculum and Instruction Council Chair/ Academic Senate President - Bonnie Jaros

Question: What is the status of RSC curriculum and the integration of multicultural perspectives?

Response: **Overall, RSC has made great progress in this area, in advanced compared to most California Community Colleges, but still has work to do.**

Examples of recent progress:

- The A.A. degree includes a cultural breadth requirement (see page 33 of the College Catalog). Students must complete one of many designated courses. RSC was one of the first colleges to implement this requirement, but many colleges have since followed. There is continual discussion in the Curriculum and Instruction Council about which courses may be included to respond to this requirement. World Music was developed this year to be included, and Anthropology 104 (Language and Culture) will be modified soon to add to the list.
- Of the six new faculty planned to be hired for next year, two are in multicultural fields: History/Ethnic Studies and Music/Ethnic Studies.
- Ms. Jaros will soon propose to the Curriculum and Instruction Council that three changes be made to course outlines next year; one of those changes will be an added section for a description of how the course addresses multicultural issues.
- The Academic Senate passed a resolution in August 1992 affirming diversity at RSC and specifically supporting the expansion of Ethnic Studies programs (see Appendix of this report).
- The Title III Classroom Research project has been greatly responsible for the modification of pedagogies for a diverse student population.
- The Math and English departments, which comprise approximately one-sixth of delivered curriculum, are the most advanced in this regard. Vocational education program are also responsive to change. Course outlines have been changed to respond to the change in students' basic skills. History and the Social Sciences are changing noticeably, and "older" faculty are just as responsive as new faculty.
- Ms. Jaros is working on this issue individually as well, "one-on-one" with faculty, and is being successful and well-received.

RSC Classroom Research Project

Funded by Title III, 1989-1994

RSC's Classroom Research Project, funded as a consortium project with three other local colleges through Title III, is officially titled "Strengthening Institutional Capability to Serve a Diverse Multicultural Student Population through Cooperative Effort." The five year grant began in Fall 1989 and will expire in September 1994. The project has to date included over 60 full- and part-time RSC faculty in on-going activities and has reached many more through "flex" activities, division meetings, and a newsletter.

One of the underlying tenets of the project is that the traditional lecture method of instruction has been shown to be less effective with students from non-European cultures. The project has sponsored workshops to give teachers an understanding of the effects of culture on learning styles and cognitive development, so that they can create more successful learning opportunities for our diverse, multicultural students. Teachers in the project have been encouraged to experiment with alternative instructional delivery systems, such as cooperative learning and computer assisted instruction. "Active learning" is the tenet underlying of all of the activities.

All Classroom Research Projects made frequent use of "Cross-Angelo Classroom Assessments Techniques" (CATs) to assess learning, a means by which the instructor seeks frequent input from her students in such a way as to be inclusive of all students. Students, for example, respond to questions anonymously in writing. Student and teacher assessment of the outcomes of the project include:

1) a sense of more inclusiveness and cohesion of the classroom
2) greater participation by students of all ethnicities, and, in particular, students uncertain of their skills in oral English.

These points are illustrated in the following quotes from project participants:

> "A change I noticed...was that students were friendlier with their classmates. Another change was an increase in the number of students contributing to class discussion...I feel I gained from being in this project by trying to be more diverse in my teaching strategies."
>
> Priscilla Leathers, Nursing

> "We have been able to use this simple method to change the environment when necessary and to help students feel that their input is important. In a large class this last is crucial - if students think that what they do in class is valuable - that they are not just numbers - they are much more likely to continue attending. We do seem to have had a higher retention rate this semester than in previous fall semesters."
>
> Judy Othmer & Peggy Patterson, High School Subjects open-entry/open-exit

> "I used several Cross-Angelo assessment techniques in my English 102, Literature and Composition (Black Studies) class. Responses from the students provided immediate information (for me) to direct future assignments. Using the assessment as a tool for identifying what the students understood about certain concepts was helpful to them and me...This knowledge was key to the types of assignments given to the students."
>
> Gloria Bailey, Black Studies

Teachers incorporating cooperative learning into their classrooms found that these types of activities benefit our traditionally underrepresented students the most. Students hesitant to speak up before a whole class group do participate fully in small group discussions and gain increased self-esteem as they see their contributions valued by their classmates. These classes also seem to have had particular impact, with respect to appreciating diversity, on the students involved.

> "It was a good experience to work with other people especially different nationality."
>
> "Although we look very different there are a lot of things that we have in common."
>
> student comments from Lynda Armbruster's class
> Introduction to Information Systems and Computer Programs

The use of Computer Assisted Instruction in a High School Subjects classroom was also particularly beneficial to our culturally diverse students. Students from cultures where it is not considered acceptable to draw attention to oneself by excelling in the classroom as well as by falling behind found the self-paced and private nature of Computer Assisted Instruction to be an ideal medium. In addition, these students felt they were gaining useful computer skills that will help them in the job market.

Many teachers in the project have had their students keep journals or learning logs. Students whose primary language is not English seemed to especially appreciate the opportunity to express their thoughts, questions, and concerns in writing to the teacher and receive an individual reply.

Beacon Project

Since Fall 1991, RSC has also been involved in the AACC-funded Beacon Project, coordinated through Rio Hondo College. The Beacon Project was designed to build upon the work of the Title III Consortium, and its goals are:

- to increase the use of inclusive, pro-diversity curricula and methods across all disciplines and programs
- to increase the success of students from ALL groups through the contact with faculty and students from backgrounds outside their own.

The Beacon Project at RSC has taken the form of a semester-long series of workshops where teachers plan pro-diversity activities in their classrooms and then discuss the results with each other. The choice of Staff Development credit or stipends through the Classroom Research Project was offered as an incentive to participating teachers. Ten teachers participated in 1992-93.

Source: Mary Anne Anthony, RSC Classroom Research Project Coordinator

RSC Diversity Resource Specialist

The RSC Diversity Resource Specialist was a full-time district funded position in 1992-93 and provided leadership and expertise in the implementation of the District's Affirmative Action Plan through the development of an environment that supports and encourages success and achievement among all cultural and protected groups.

Activities and services created by the Diversity Resource Specialist included:

- Brown Bag Series - 7 noon hour staff development workshops that focus on diversity taught by faculty from the different divisions, such as:
    - American Disability Act (ADA) 504
    - Black History Month/King Day
    - Celebrating Women's Leadership
    - Ethnic Religious
    - Halloween/All Saints Day and Other Related Holidays
    - Mexican Independence
    - Preparing Young Children for a Multicultural World
- Diversity News Note newsletter
- Celebrating Diversity - ethnic literature exhibits and authors scheduled throughout the school year
- Acculturation, cultural diversity, intercultural education and multiculturalism bibliography
- Assist faculty with course outlines for multicultural infusion
- Contact ethnically diverse speakers for departments on request
- Help coordinate ethnic activities for special occasions (i.e. Black History Month)
- Provide or recommend diverse materials for classrooms
- Attend and recruit ethnic applicants at Job Fairs

In 1993-94, diversity resource responsibilities will be shared by three faculty, each funded by Staff Development for using a portion of their time to fulfill the responsibilities.

Source: Fran Williams, Diversity Resource Specialist

Seatcount by Subject by Ethnicity - Spring 1993

Fall 1992 White student enrollment = 48%

* = 68% or more White enrollment (20 percentage points more than average White enrollment) (12 of 98 subjects)

** = 28% or less White enrollment (20 percentage points less than average White enrollment) (13 of 98 subjects)

	Subject	Total #	White %	Black %	Hispanic %	Asian %
	Accounting	915	29	2	25	38
	Anthropology	352	51	2	19	19
**	Apprenticeship-Barbering	32	28	16	34	19
	Apprenticeship-Carpentry	1,320	47	5	40	1
*	Apprenticeship-Electrician	191	74	3	16	2
	Apprenticeship-Maintenance Mechanic	31	45	3	42	3
	Apprenticeship-Operating Engineers	169	62	7	9	1
*	Apprenticeship-Power Lineman	84	82	10	5	0
	Apprenticeship-Surveying	141	66	3	26	1
	Apprenticeship-Tool, Die, Machinist and Mold Maker	57	53	0	30	9
	Architecture	178	41	0	42	13
	Art	1,248	52	2	25	15
	Astronomy	363	48	2	28	17
**	Automotive Technology	271	16	1	35	43
	Biology	2,104	36	3	24	28
	Business	892	40	4	23	28
	Business Seminar	1,720	45	4	26	13
	Catering	5	40	0	60	0
**	Chemistry	419	26	1	17	52
	Communication	177	40	6	42	9
	Computer Information Systems	2,693	41	2	23	29
	Computer Science	3,181	37	3	26	27
*	Contract Management	117	76	5	9	4
	Cosmetology	248	30	6	25	28
**	Counseling	1,050	25	4	40	26
*	Court Reporting	73	71	4	18	3
	Criminal Justice	655	36	5	51	4
*	Criminal Justice Academies	2,004	69	4	15	3
	Dance	372	48	6	33	5
	Diesel	113	36	2	41	3
	Drafting Technology	31	58	0	16	26
	Earth Science	254	38	4	38	14
	Economics	440	33	1	16	43
	Education	13	69	0	31	0
**	Electronics	377	19	1	27	48
*	Emergency Medical Technician	77	69	4	5	4
	Engineering	809	36	1	25	33
	English	2,574	34	4	40	14
**	English as a Second Language	2,706	2	0	32	63
	Environmental Studies	154	64	8	19	7
**	Fashion Design Merchandising	161	28	4	28	33
*	Fire Academy	3,560	78	3	11	2
*	Fire Technology	1,460	72	2	16	2
**	French	406	18	2	24	52

	Subject	Total #	White %	Black %	Hispanic %	Asian %
	Gemology	44	55	0	11	27
	Geography	227	45	2	30	17
	Geology	318	67	2	19	6
	German	16	63	6	19	0
	Health Education	343	48	6	34	7
	History	838	49	4	21	21
	Human Development	867	44	4	33	8
	Humanities	104	57	3	20	11
*	Insurance	56	70	4	13	4
	Interdisciplinary Studies	316	50	4	34	5
	Interior Design	109	64	1	21	6
**	Japanese	11	27	0	0	45
	Journalism	60	58	3	20	7
	Legal Assistant	420	57	5	28	5
*	Library Technology	25	68	0	8	20
**	Machine Technology	341	15	0	24	56
	Management	154	48	5	30	10
	Marketing	90	54	2	23	10
	Mathematics	6,461	34	3	35	23
	Medical Assistant	290	38	1	32	18
	Music	1,726	42	3	23	25
	Nursing-Continuing Education	32	66	9	9	6
	Nursing-Registered	1,142	61	2	14	10
	Nutrition & Food	139	61	2	19	8
	Office Technology	2,611	32	3	37	24
	Pharmacy Technology	313	33	2	16	43
	Philosophy	972	47	3	22	23
	Photography	171	36	1	33	20
	PE-Activities	812	42	2	26	22
	PE-Adapted	58	57	3	17	7
	PE-Aquatics	115	37	4	35	17
	PE-Fitness	2,016	34	5	46	9
	PE-Intercollegiate Athletics	160	48	9	26	5
	PE-Professional	9	33	0	44	0
	PE-Sports Medicine	105	49	0	37	3
	Physical Science	485	64	1	21	5
**	Physics	229	20	1	16	56
	Political Science	1,029	40	3	26	25
	Psychology	759	42	3	32	16
	Public Works	96	66	3	19	5
	Quality Assurance	230	50	16	14	4
**	Reading	862	11	3	38	45
	Real Estate	258	55	2	20	11
*	Science	16	69	0	25	0
	Sociology	454	45	3	24	20
	Spanish	752	42	3	37	13
	Special Services	583	61	5	23	4
	Speech Communication	1,987	32	2	28	33
**	Study Skills	522	25	4	34	32
	Television	188	51	7	23	11
	Theatre Arts	205	61	4	23	4
	Travel & Tourism	316	47	1	15	28
*	Water Utility Science	262	72	2	14	3
	Welding	92	37	9	39	9

RSC Library

Introduction

As an integral part of the college's process for the improvement and support of instruction, the Library is intimately involved in the entire educational program. The library staff strives to provide an environment that meets the library needs of all students, staff and community members, and feels it is important to provide a comfortable, inviting users-friendly environment. Aiming to serve the needs of all who enter the library, they try to meet the needs of the gifted, the remedial student, the recent high school graduate, the mature adult, the physically disabled and the limited English speaking student.

Materials

This past year the Reference Desk has noticed a definite emphasis on multiculturalism/cultural diversity assignments across the curriculum. Students taking english, ESL, speech, human development, nursing, history, business courses etc..., have been requesting assistance with diversity-related research.

In serving student informational needs, the Library tries to make available books, periodicals and non-print materials which serve to enrich the cultural understanding of students and members of the community, as well as resources which broaden the base of communication with students of differing language skills and reading levels.

The acquisition of library materials is driven by curriculum. The library strives, within budgetary restrictions, to develop collections appropriate to the instructional mission of each campus in formats appropriate to the learning levels and styles of individual students. Designated division librarians are assigned to work with individual divisions to ensure that appropriate resources are available to students in the library. Each campus library attempts to meet the needs of the students on the campus it serves, but students are not limited to materials and services on one campus; inter-campus borrowing is available for most circulating items. Library materials (books and pamphlets) are frequently lent from one campus library to another. Since no one library can meet the informational/recreational needs of all its users, the staff also refers students to appropriate neighboring libraries whenever needed.

Our nation's media, specifically the print media as represented by books and periodicals is increasingly reflecting society's current sensitivity to diversity. Today, almost all magazines, journals and newspapers address issues relating to special population groups, multiculturalism and intercultural communication. The library subscribes to over 500 periodical titles most of which address diversity issues. For a subject approach to articles from these publications library users need to utilize a variety of periodical indexes available at the library.

Periodical Indexes

- Art Index
- Business Periodicals Index
- Chicano Periodicals Index
- Chicanos in These Times
- Cumulative Index to Nursing & Allied Health Literature (CINAHL)

Education Index
Expanded Academic Index CD-ROM
General Science Index
Humanities Index
Index to Periodicals By and About Blacks
Index to Periodicals By and About Negroes
Los Angeles Times Index
Magazine Articles Summaries CD-ROM
National Geographic Index
New York Times Index
Orange County Register CD-ROM
Psychological Abstracts
Readers' Guide to Periodical Literature
Sage Family Studies Abstract
Social Science Index
Women's Studies Abstract

The library owns some periodicals which have been published for or address these special interest groups. The following list reflects current RSC periodical subscriptions that target or focus on special population groups:

Ethnic Interests -- African Americans
American Visions
Black Enterprise
Black Scholar
Ebony
Essence
Jet

Ethnic Interests -- Asian
Amerasian Journal
AsianWeek
Beijing Review

Ethnic Interests -- Chicano/Latino
Americas
Americas (Spanish)
Americas Review
Aztlan
Hispanic
Hispanic Business
Hispanic Outlook In Higher Education
Latino Studies Journal
Saguaro
TQS News

Ethnic Interests -- Vietnamese
Hon Viet
Nguoi Viet Daily New
Tien Phong
Van Magazine

Gerontology & Geriatrics
Aging
Gerontologist
Modern Maturity
New Choices

Religions & Theology
America
Christian Century
Christianity Today
Commonweal

Women's Interests
Essence
Feminist Studies
Good Housekeeping
Ladies Home Journal
Mademoiselle
McCall's
MS.
New Directions For Women
Signs
WFS Quarterly
Women's Sports & Fitness
Women's Studies Quarterly
Working Mother
Working Woman

Newspapers
LA Opinion (Spanish Language)
Los Angeles Sentinel (Afro-American)

The online catalog provides book, audiovisual material and pamphlet information. Users approaching the online catalog may search for items by title, title keyword, author, subject and subject keyword. The title keyword and subject keyword features of the catalog provide the searcher with greater chances of locating the items he wants. It should be noted that the subject terminology used by libraries for their catalogs is "controlled"; this means that the subject headings used may not be the ones a user first thinks of, and this may pose some initial inconveniences which are cleared when the user interacts with a librarian for clarification and direction.

Displays

The library works jointly with faculty, departments and students clubs and organizations to set up quality displays and exhibits. The themes of the displays have varied and have covered many topics of interest. Diversity-related displays have been set up in cooperation with student associations such as International Student Club, Black Student Union, Tribes and Mecha, as well as with the Diversity Resource Specialist.

They have also featured two major programs:
- a book fair sponsored by the Mexican government through the Mexican Consulate to which teachers from local school districts were invited to attend, and
- planned in conjunction with the District's Diversity Resource Specialist, the library hosted an Ethnic Literature Exhibit of materials and resources owned by RSC and local public libraries.

Wheelchair access to library

The library has exterior automatic doors to enable easy access and exit for our disabled student population. Although the online catalog as well as the CD-ROM periodical indexes are wheelchair accessible, there are still some restrictions that limit the mobility of some students. The following recommendations for improvement of internal accessibility of disabled student access need to be addressed:
- internal doors of the library are very heavy and are difficult to open,
- accessibility to restrooms, lavatories, and water fountains for disabled is poor,
- video/audio media stations need to be wheelchair accessible,
- library needs improved modifications to accommodate people with reduced fine-motor coordination, and
- greater space between shelves and furniture needs to be provided to allow unobstructed passage of wheelchairs.

Source: SAC and OC Library Staff

Summary of RSC Grants for Underrepresented Students

(1989-1993)

(Competitive Grants) Program Name	Funding Amount	Funding Source
ABE/OTAN Resource Center Funds support the coordination of over 200 staff development workshops and operation of an ESL/ABE instructional resource center open to all providers in our region. (1989-1994)	$ 44,700	California Department of Education
Adult Basic Education This on-going Federal grant program provides supplemented funds for our ABE/ESL instructional programs. We use the funds for instructional assistants, instructional materials, curriculum development and staff development A major emphasis of this grant is educationally disadvantaged adults and the learning gains demonstrated by such adults. (on-going)	$ 698,706	California Department of Education
Allocation for Learning Disabled Students This allocation was specifically for services, particularly assessment and verification of students with learning disabilities at the Santa Ana Campus and CEC. This assessment was done by all community colleges to identify and verify learning disabilities. (1989 - 1990)	$ 24,775	Chancellor's Office
Career Advancement Transition Training Project This project funded program development and articulation for an "exceptionality/transitional services" option that was put into place by the Disabled Student Services Program. (1989-1992)	$ 4,650	CSULB/U.S. Department of Education
Career Beginnings Provided comprehensive support services to assist high school students at-risk of dropping out. Program activities encouraged students to complete school and make productive after-graduation plans. Services included educational workshops and activities, mentors, counseling and summer jobs. It was the philosophy of Career Beginnings that if a student was educated chances for meaningful employment increased which in turn would improve the lives of the families and the community. (1986-1990)	$ 178,741	Brandeis University/ PEW Foundation
Career Beginnings - Santa Ana Block Grant During the year 1992/93, 91.4% of the Career Beginnings students have chosen to go on to college. This is an extraordinarily high number when compared to the average high school class which is usually 35% to 50% of all students. (1991-1993)	$ 15,000	City of Santa Ana

(Competitive Grants) Program Name	Funding Amount	Funding Source
Child Development State Preschool - OALC This program provides a half-day pre-school program for three and four year olds from low-income families, especially families with special needs, such as limited English speaking ability. This program will be offered at the Rancho Orange Child Development Center and is available to children of students at the Orange Adult Learning Center and other community children. (1992-1993)	$ 163,000	California Department of Education
Child Development Training Consortium Provides reimbursement for tuition, fees and books to RSC students planning to become child development teachers. Provides instruction for special coursework required by this population. These funds allow us to offer new coursework in a bilingual Spanish/English mode to meet the special needs of the participants. (1989-1993)	$ 30,400	Yosemite Community College District/ Chancellor's Office
Cooperative Demonstration Project (Dropout Prevention Phase II, STAR Program) The STAR project targeted 17-year-old high school students one or more years behind their entry class and identified at high-risk students for dropping out. The project involved a proven dropout prevention program in which students were evaluated and placed in English literacy, GED and high school diploma classes in an alternative educational setting which fostered improved student success. Students also received concurrent vocational skills training, part-time job placement and pre-employment work maturity skills instruction. (1989-1992)	$ 686,243	U.S. Department of Education
CSULB Transition Training This was a project to develop curriculum, for a paraprofessional career ladder in transitional services which would articulate with CSULB BS degree in vocational education. The need for this project was a direct result of the "mainstreaming" of special needs students. The goal was to increase the potential of students with disabilities able to enter the workforce. (1989-1990)	$ 1,500	California State University, Long Beach
Curriculum Based Vocational Assessment Project Team members became trained in Curriculum Based Vocational Assessment designed to be used with students who have disabilities. Training helped RSC faculty and staff determine needed academic adjustments for disabled students in vocational programs. Survey of vocational classes was conducted to determine course instructional methods and evaluation methods and criteria. (1991-1992)	$ 1,600	Colorado State University/ U.S. Department of Education

(Competitive Grants) Program Name	Funding Amount	Funding Source
Fund for Instructional Improvement (FII) - Auto/Diesel Dictionary This project responds to students with educational disadvantages by addressing the language obstacles they encounter in automotive and diesel technology classes at RSC. The majority of students enrolled speak English as a second language. An auto/diesel dictionary is in the process of being translated from English to Vietnamese. (1992-1993)	$ 14,000	Chancellor's Office
Fund for Instructional Improvement (FII) - CNC Laboratory Improvement This grant addresses the special learning needs of students with educational disadvantages. An effective means of presenting complicated, technical materials to students with limited English skills is being developed. (1992-1993)	$ 13,800	Chancellor's Office
Fund for Instructional Improvement (FII) - Logic: An Interdisciplinary Approach Electronics and philosophy instructors worked together to develop a computer-based logic course that shows the relationship between humanities and technology by integrating materials from the two disciplines. The outcome of this project was an interdisciplinary, computer based logic course that was culture and gender bias free. (1991-1992)	$ 14,993	Chancellor's Office
Fund for Instructional Improvement (FII) - Staff Development and Student Success: Evaluating the Link RSC in cooperation with four other southern California community colleges developed an evaluation model that will enable colleges to define and measure the impact of these programs on teaching, student success, and student learning. This survey will help ascertain data on all students but a special emphasis will be on underrepresented students. (1992-1993)	$ 60,000	Chancellor's Office
Higher Ground Program Higher Ground is a career-focused retention program designed for low-income minority students. It consists primarily of specialized counseling, summer employment, pre-freshman orientation, facilitated group study and assigning a peer or faculty mentor to each student. (1991-1993)	$ 120,000	Brandeis University/ PEW Foundation
Middle College High School Evaluation Rancho Santiago Research Center serves as the state evaluator for the California Community College Chancellor's Office for two state-funded Middle College High Schools, one at L.A. Southwest College and one at Contra Costa College. The purpose of the MCHS is to provide an alternative high school program for students at-risk of dropping out, and by doing so, reduce the drop-out rate of these students. (1990-1993)	$ 45,000	Chancellor's Office

(Competitive Grants) Program Name	Funding Amount	Funding Source
Mobile Higher Education Consortium The goal of the MHEC was to provide information to prospective students about the value of higher education and opportunities at participating colleges. Efforts were concentrated in the Hispanic communities of Orange County and the intent was to increase minority enrollments in higher education. The project represented five higher education college/university consortium members. (1988-1990)	$ 76,539	Six Member Consortium
Networks Rancho Santiago College and the City of Santa Ana have been chosen to join 15 other cities across the nation as a site for the National Center for Urban Partnerships (NCUP). Under this initiative, entitled Networks, the college, the City of Santa Ana, Santa Ana Unified School District, University of California, Irvine and California State University, Fullerton will develop strategies to greatly improve the educational success of the many disadvantaged and at-risk students in K-16 in Santa Ana. This is expected to be a multi-year grant. (on-going)	$ 175,000	Ford Foundation through the Research Foundation of the City University of New York
Project Eclosion RSC has been very successful in working along with local school districts and Chapman University in creating a career ladder program for future Latino teachers. Overall students are excelling in academics towards university transfer. (1991-1993)	$ 30,000	Chapman University/ Philip Morris, Inc.
Scholarships for Disadvantaged Students Program Provided scholarships to ten nursing students who were on financial aid, had over $1,000 in designated "unmet" needs and at least one semester away from graduation. They received $439 each. In most cases this enabled these students to stay in the nursing program. (1991-1992)	$ 4,831	U.S. Department of Health & Human Services
SLIAG Because Amnesty educational requirements have been incorporated into existing curriculum, these funds extend support to the overall continuing education programs. (ends 1993)	$ 6,502,408	California Department of Education/ Chancellor's Office
Statewide 2+2+2 Articulated Career Education Evaluation The Rancho Santiago College Research Center served as the state's external evaluator for the California Community College Chancellor's Office for 28 state-funded 2+2+2 projects. The project was evaluated for its effectiveness in recruiting underrepresented students for teacher education programs. (1988-1991)	$ 110,500	Chancellor's Office

(Competitive Grants) Program Name	Funding Amount	Funding Source
Title III Consortium RSC is in a consortium with Rio Hondo, Cerritos, and Mt. SAC colleges. Activities at RSC included training full-time teachers in the use of classroom assessment techniques and the experimentation in class of alternative delivery systems, such as co-operative learning, CAI, the use of learning logs, and other projects. The purpose of the grant is to cooperatively address the special learning styles of non-traditional students. The project focuses on "learning" more specifically helping instructors understand how to teach diverse learners. (1989-1994)	$ 398,125	U.S. Department of Education
Tomorrow's Teachers 2+2+2 This was an articulation and outreach project to recruit underrepresented students to become future teachers. High school students and elementary instructional assistants were targeted. These students were provided with special services to increase their success in college. (1989-1992)	$ 74,712	Chancellor's Office
TOTAL Competitive Grants	**$ 9,891,523**	

(Entitlement Grants) Program Name	Funding Amount	Funding Source
CARE Program This program combines a strong support program for single parents currently funded through VEA, and existing child care reimbursement programs. (VEA and GAIN) active this program year, and a district-wide EOPS program which is involved in all aspects of recruitment, enrollment, and retention as related to the financially disadvantaged student. These existing programs will work with the Department of Social Services to create a referral and feed back process that will maximize the progress single parent students can make from welfare dependency to economic self-sufficiency. (on-going)	$ 159,592	Chancellor's Office
Disabled Student Programs and Services (DSP&S) The Disabled Student Programs and Services (DSP&S) offers opportunities for equal access to education for students with physical, communicative and learning disabilities, and acquired brain injuries. RSC's DSP&S Program was selected as one of the top six programs in the state. Starting in 1992/93 students with psychological disabilities will be served. (on-going)	$ 2,025,889	Chancellor's Office
Extended Opportunities Program (EOPS) A state funded program to serve underrepresented students. At RSC this means serving primarily Hispanic, Black, Native Americans and a large number of Asians, due to language deficiency. (on-going)	$ 1,711,670	Chancellor's Office

(Entitlement Grants) Program Name	Funding Amount	Funding Source
High Tech Center Allocation - Base Allocation (DSP&S) The DSP&S Tech Center provides adapted computer access to students with physical disabilities, learning disabilities and acquired brain injuries. (on-going)	$ 29,523	Chancellor's Office
Job Development, Training & Placement Program for the Disabled (Workability III) Workability provides assistance to students with disabilities in obtaining employment. Services include: assessment, career exploration class, counseling, job placement and follow-up. This program has provided services for students for eight years. It is anticipated that funding will continue. (on-going)	$ 164,425	Department of Rehabilitation
Matriculation The purpose of matriculation funds is to assist all credit students in meeting their individual educational goals through the coordination and integration of admissions, orientation, skills assessment, advisement, student follow-up, coordination and training and research. Because of the diverse population at RSC, each component implements activities, such as ESL assessment and financial aid information, to support special student groups. (on-going)	$ 3,752,326	Chancellor's Office
Veterans Education Outreach Program Funds from this program are used to establish services for veterans in areas such as outreach, recruitment, comprehensive counseling, tutorial, special education and dissemination of information. The emphasis for 1992/93 is on veterans with "educational disadvantages" and veterans with handicaps. Because of the Higher Education Reauthorization Act of 1992, these funds are no longer available through the Department of Education. (ends 1993)	$ 44,944	U.S. Department of Education
TOTAL Entitlement Grants	**$7,888,369**	

(Financial Aid) Program Name	Funding Amount	Funding Source
Board of Financial Assistance Program Funds allocated to the college for the administration of the Board of Governor's Grant program. These state funds provide personnel to process the BOGG. (on-going)	$ 92,006	Chancellor's Office
College Work Study Provides jobs to earn money for college. Generally, students must be enrolled at least half-time. The amount of award based on need. (on-going)	$ 1,066,678	U.S. Department of Education
Pell Grant Grant program available to undergraduates who have not received their first bachelors degree. The amount the student receives will depend on his/her eligibility as determined by the "Pell Formula". The Pell Grant is the primary source of financial aid for RSC students. (on-going)	$ 4,581,143	U.S. Department of Education
Pell Grant - Administrative Allowance Funds are allocated to the college for the administration of the Pell Grant program. (on-going)	$ 27,060	U.S. Department of Education
Perkins Loan Loans are provided to students at low interest rate. Generally, students must be enrolled at least half-time. The amount of the award is based on need. (on-going)	$ 287,170	U.S. Department of Education
Supplemental Education Opportunity Grant Students are able to use grants to underwrite the cost of education. This grant program is available to undergraduates only. Generally students must be enrolled at least half-time. The amount of the award is based on need. (on-going)	$ 716,778	U.S. Department of Education
TOTAL Financial Aid Grants	**$ 6,770,835**	

Source: RSC Resource Development Department

"Non-Traditional Career" Programs at RSC (Gender)

Non-traditional careers are occupations that have historically been dominated by members of the opposite sex. RSC New Horizons staff provides academic support to students enrolled in subjects nontraditional for their gender highlighting the tutorial and counseling services. New Horizons also encourages students to enroll in these programs. These efforts are supported by VATEA gender equity funding. Below is a list of majors that have been identified as having less than 20% enrollment from the non-dominated gender:

Instructional Program	% Gender Balance (Gender Imbalance) 1991-92	% Gender Balance (Gender Imbalance) 1990-91	% Gender Balance (Gender Imbalance) 1989-90
Credit Management	20% (M)	14% (M)	17% (M)
Engineering/Design	7% (F)	7% (F)	15% (F)
Electronics	9% (F)	9% (F)	10% (F)
Tool & Machine Design	0% (F)	0% (F)	13% (F)
Diesel Technology	2% (F)	3% (F)	4% (F)
Auto Technology	3% (F)	3% (F)	3% (F)
Drafting Technology	13% (F)	15% (F)	15% (F)
Food & Nutrition	18% (M)	20% (M)	18% (M)
Quality Assurance	17% (F)	•	17% (F)
Machine Tool/Machining	3% (F)	5% (F)	7% (F)
Welding & Cutting	2% (F)	6% (F)	8% (F)
Construction Inspection	6% (F)	8% (F)	12% (F)
Surveying	15% (F)	17% (F)	12% (F)
Water Utility Science	6% (F)	7% (F)	8% (F)
Nursing RN	17% (M)	16% (M)	16% (M)
Medical Assistant/Office	15% (M)	11% (M)	9% (M)
Occupation Home	5% (M)	12% (M)	9% (M)
Child Development	9% (M)	10% (M)	9% (M)
Library Technology	9% (M)	13% (M)	•
Legal Assistant	17% (M)	20% (M)	17% (M)
Office Technology	•	•	17% (M)
Criminal Justice	•	18% (F)	15% (F)
Education Aide	16% (M)	10% (M)	•
Fire Technology	5% (F)	7% (F)	7% (F)
Cosmetology	11% (M)	12% (M)	11% (M)

• More than 20% enrollment of non-dominated gender.

Source: Occupational Education and Economic Development

RSC Courses That Include/Address Diversity Themes

(275 out of 2500 courses, 11%)

ANTH 100 - Introduction to Cultural Anthropology
ANTH 103 - Introduction to Archeology
ANTH 104 - Language and Culture
ANTH 105 - Ancient Mesoamerican Civilization
ANTH 125 - Native Americans in the U.S.
ANTH 126 - Native American Rock Art

ARCH 101 - Introduction to Architecture

ART 054 - Primitive Pottery Techniques: Basic Level
ART 098A - Intro. to Chinese Painting
ART 101 - Survey of Western Art History
ART 102 - Western Art History
ART 103 - African Art History
ART 104 - Mexican & Chicano Art History
ART 105 - History of Modern Art
ART 106 - Asian Art History
ART 107 - Intro. to American Folk Art
ART 108 - Contemporary Art History
ART 175A - Intro. to Lettering & Calligraphy
ART 175C - Lettering & Calligraphy-Italics
ART 198 - Primitivism: Affinity of the Tribal and the Modern
ART 198 - Films of Modern Art
ART 198 - Concepts of Postmodernism
ART 198 - Primitivism and Modern Art
ART 200 - Women in the Arts
ART 201 - The Concert, Gallery, and Theatre Experience

BUS 125 - International Business
BUS 126 - International Marketing
BUS 155 - International Business Law
BUS 175 - Fundamentals of Import-Export
BUS 176 - International Banking/Finance
BUS 177 - U.S. Customs, Duties, and Harmonized System
BUS 178 - Export Licensing & Regulations
BUS 179 - Import & Export Problem Solving

BUSS 019 - Diversity in the Workforce
BUSS 035 - Pronunciation Skills for Non-Native Speakers
BUSS 037 - Differing Perceptions in the Workplace
BUSS 048 - Cross-cultural Communication

CATR 135 - Catering Gourmet and International Foods

CJ 097 - Gangs/Child Abuse
CJ 098 - Issues for Women in Law Enforcement
CJ N25 - Satanic Cults & Law Enforcement

CNSL 105 - Orientation for International Students
CNSL N98 - Foreign Transcript Evaluation and Employment Opportunities

COMM 101 - Television and Society: A Visual History
COMM 123 - History of Film from 1945 to Present
COMM 204H - Mediated Culture: Media's Influence on Modern Society

DNCE 010 - Beginning Mexican Folk Dance
DNCE 011 - Intermediate Mexican Folk Dance
DNCE 100 - Dance History & Appreciation
DNCE 101 - The Concert, Gallery & Theatre Experience
DNCE 112 - Ethnic Dance
DNCE 200 - Women in the Arts

EDUC 052 - The Teacher Assistant

ENGL 104 - Language and Culture
ENGL 231 - Survey of English Literature
ENGL 232 - Survey of English Literature
ENGL 233A,B,C,D - Shakespeare's Theatre
ENGL 241 - Survey of American Literature
ENGL 242 - Survey of American Literature
ENGL 243 - The Modern American Novel
ENGL 245 - The Image of African-Americans in Literature and Films
ENGL 271 - Survey of World Literature
ENGL 272 - Survey of World Literature
ENGL 278 - Survey of Literature by Women
ESL 090 - Spelling for Non-Natives

ESL 091 - Practical Use of Articles & Nouns
ESL 092 - Practical Use of Gerunds and Infinitives
ESL 093 - Practical Use of Prepositions and Two-Word Verbs
ESL 094 - Idioms of American English
ESL 095 - Vocabulary Development Through Word Forms
ESL 096 - Punctuation for Non-Natives
ESL 097 - Connecting & Combining Sentences
ESL 099 - Practical Use of Verbs
ESL 105 - American English I
ESL 107 - American English II
ESL 109 - American English III
ESL 110 - American English IV
ESL 112 - Critical Reading and Discussion
ESL 113 - Research Methods for Non-Natives
ESL N09A,B,C,D - ESL Laboratory

F-AC 005 - Management Issues Involving Female Firefighters

FDM 058A - Decorative Sewing: Beading
FDM 058D - Decorative Sewing: Fabric Printing

FREN 098 - Topics
FREN 101 - Elementary French I
FREN 102 - Elementary French II
FREN 195 - Adv. Conversational French
FREN 198 - Topics
FREN 201 - Intermediate French I
FREN 201H - Honors Intermediate French I
FREN 202 - Intermediate French II
FREN 202H - Honors Intermediate French II
FREN N09A,B,C,D - Language Laboratory
FREN N75A - Elementary Conversational French I
FREN N75B - Elementary Conversational French II
FREN N85 - Intermediate Conversational French
FREN N98 - Topics

GEOG 100 - World Geography
GEOL 228 - Intro. to Historical Geology

GER 098,198 - Topics
GER 199 - Independent Study
GER N75A - Elementary Conversational German I
GER N75B - Elementary Conversational German II
GER N85 - Intermediate Conversational German
GER 098 - Topics

HIST 101 - The West & the World to 1560
HIST 101H - Honors Western Civilization to 1560
HIST 102 - The West & the World since 1560
HIST 102H - Honors West and the World since 1560
HIST 105 - Ancient Mesoamerican Civilization
HIST 108 - Twentieth Century Europe
HIST 115 - History of Russia
HIST 118 - Social and Cultural History of the United States
HIST 118H - Honors Social and Cultural History of the United States
HIST 120 - The United States to 1865
HIST 120H - Honors The United States to 1865
HIST 121 - The Unites States since 1865
HIST 121H - Honors The United States since 1865
HIST 122 - American History-Dynamics of Change
HIST 123 - History of Black People in the United States
HIST 124 - Mexican-American History in the United States
HIST 125 - Native Americans in the United States
HIST 127 - Women in United States
HIST 128 - America and the Quest for Global Reform
HIST 133 - History of California
HIST 146 - Black People in 20th Century America
HIST 150 - Latin American Civilization to Independence
HIST 151 - Modern Latin American Civilization
HIST 153 - History of Mexico
HIST 160 - Asian Civilization to 1700
HIST 161 - Asian Civilization since 1700
HIST 198 - "American Century," United States from 1945-2000

HU-D 098 - Seminar on Early Childhood
HU-D 221 - Children in a Multicultural Setting

HUM 101 - Introduction to Women's Studies
HUM 102 - Women in America: Work, Family, & Self
HUM 201 - Contemporary Women's Issues

ID 135 - History and Styles in Furnishing

IDS 120 - Conflict Resolution & Negotiation
IDS 128 - America & the Quest for Global Reform
IDS 154 - Mexican Civilization
IDS 155 - Human Sexuality
IDS 160 - Seasons of Life-Life Span Development
IDS 198 - Conflict Resolution & Negotiation
IDS 201 - Seminar: America and the Quest for Global Reform
IDS 204H - Honors Mediated Culture: Media's Influence on Modern Society

ITAL 098 - Topics
ITAL 101 - Elementary Italian I
ITAL 102 - Elementary Italian II
ITAL 195 - Advanced Conversational Italian
ITAL 198 - Topics
ITAL N75A - Elementary Conversational Italian I
ITAL N75B - Elementary Conversational Italian II
ITAL N85 - Intermediate Conversational Italian
ITAL N98 - Topics

JAPN 098,198 - Topics
JAPN N75A - Elementary Conversational Japanese I
JAPN N75B - Elementary Conversational Japanese II
JAPN N85 - Intermediate Conversational Japanese
JAPN N98 - Topics

MUS 102 - World Music
MUS 103 - Jazz in America
MUS 200 - Women in the Arts
MUS 201 - The Concert, Gallery and Theatre Experience
MUS 211 - Music History and Literature

N-CE 155 - Human Sexuality
N-CE 160 - Seasons of Life-Life Span Development
N-CE 225 - Children in a Multicultural Setting

OFFC 052 - Spanish Bilingual Office Skills
OFFC 053 - Spanish Bilingual Interpreting-General Offices and Legal Profession
OFFC 054 - Spanish Bilingual Word Processing

PEFI 165A&B - Fitness for Mature Citizens-Beginning
PEFI 166 - Fitness for Mature Citizens-Intermediate
PEFI 167 - Fitness for Mature Citizens-Advanced

PHIL 112 - World Religions
PHIL 118 - History of Philosophy

POLT 201 - Intro. to Comparative Politics
POLT 220 - International Politics
PSYC 106 - Psychology of Women
PSYC 140 - Psychology of Adulthood & Aging

SOC 240 - Introduction to Social Psychology

SPAN 098 - Topics
SPAN 101 - Elementary Spanish I
SPAN 102 - Elementary Spanish II
SPAN 195A - Adv. Conversational Spanish
SPAN 195B - Adv. Conversational Spanish
SPAN 198 - Topics
SPAN 201 - Intermediate Spanish
SPAN 201H - Honors Intermediate Spanish
SPAN 202 - Intermediate Spanish II
SPAN 202H - Intermediate Spanish II (H)
SPAN N09A,B,C,D - Language Laboratory
SPAN N10B - Language Laboratory
SPAN N51 - Spanish for Publish Personnel
SPAN N75A - Elementary Conversational Spanish I
SPAN N75B - Elementary Conversational Spanish II

SPAN N85 - Intermediate Conversational Spanish
SPAN N98 - Topics

SPCH 096 - Listening Skills for Non-Native Speakers
SPCH 097 - Conversational English
SPCH 098 - American Sign Language: Fingerspelling
SPCH 103 - Intro. to Intercultural Communication
SPCH 103H - Honors Introduction to Intercultural Communication
SPCH 105 - Business Communication
SPCH 110 - Beginning Communication with the Deaf
SPCH 111A - Intermediate Communication with the Deaf
SPCH 111B - Advanced/Intermediate Communication with the Deaf
SPCH N50 - Pronunciation Skills Laboratory
SPCH N51 - Speech & Language Development
SPCH N52 - Pronunciation Skills for Non-Native Speakers
SPCH N53 - Advanced Pronunciation for Non-Native Speakers
SPCH N98 - Accent Reduction

SPEC 098 - Topics
SPEC 110 - Beginning Communication with the Deaf
SPEC 111A - Intermediate Communication with the Deaf
SPEC 111B - Advanced/Intermediate Communication with the Deaf
SPEC 112 - Adv. Communication with the Deaf
SPEC 113 - Beginning Interpreting for the Deaf
SPEC 116 - Perspective on Deafness
SPEC 198 - Topics
SPEC 205 - Exceptionality and Special Needs in Human Development
SPEC 206 - Introduction to Transition Services
SPEC N50A - English for the Hearing Impaired
SPEC N50B - English for the Hearing Impaired
SPEC N53 - Lipreading and Aural Rehabilitation
SPEC N62 - Assessment of Learning Potential
SPEC N63 - Advances in Learning Potential
SPEC N70A - Advances in Self-Adjustment
SPEC N70B - Advances in Self-Adjustment
SPEC N71A - Advances in Thinking Skills
SPEC N71B - Advances in Thinking Skills
SPEC N82A - Advances in Career Development
SPEC N82B - Advances in Career Development
SPEC N83 - Career Exploration
SPEC N90 - Adapted Computer Lab
SPEC N91 - Adapted Computer: Learning Skills
SPEC N92 - Adapted Computer Instruction
SPEC N98 - Adapted Choral Music Skills
SPEC N98 - Intermediate Signing for Families with a Deaf Child
SPEC N98 - Learning Strategies
SPEC N98 - Beginning Signing for Families with a Deaf Child
SPEC N98 - Topics

THEA 200 - Women in the Arts
THEA 201A,B,C,& D - Shakespeare's Theatre
THEA 212 - Workshop in Shakespearean Acting

TRVL 137 - Destination Geography: Pacific, Africa, Asia, Central and South America
TRVL 138 - Destination Geography: Europe and North America

VIET 098 - Topics
VIET 195 - Advanced Conversational Vietnamese
VIET 198 - Topics
VIET 198 - Elementary Vietnamese II
VIET N51 - Vietnamese for Public Personnel
VIET N75 - Elementary Conversational Vietnamese
VIET N85 - Intermediate Conversational Vietnamese
VIET N98 - Topics

1992 - 1993 Staff Development "Flex" Program

Activities that Focus on Issues of Underrepresented Groups
(63 out of 201 courses, 31%)

COURSES OFFERED FOR CREDIT

- Parlons En Francais (Let's Speak in Francais)
- Sign Language Communication for Staff Members
- Speed Spanish I and II
- The Enneagram: A Personality -Type System for Appreciating and Understanding Differences

CULTURAL/HISTORICAL

- Beyond Classroom Assessment
- Brown Bag Diversity Series:
  - American Disability Act (ADA) 504
  - Black History Month/King Day
  - Celebrating Women's Leadership
  - Ethnic Religious
  - Halloween/All Saints Day and Other Related Holidays
  - Mexican Independence
  - Preparing Young Children for a Multicultural World
- Cultural and Historical Survey of Mexican Traditions
- Cultural Awareness of Southeast Asian in the ESL Classroom
- Jazz in America
- Multi-Culture Diversity Through Video Arts, Graffiti and Murals
- Non-Verbal Communication: Gestures Across Cultures
- Student Cheating - A Cultural Orientation
- Understanding of Mexican Culture Through Current Literature
- Vietnamese for Instructors

DISABILITIES

- Enabling the Disabled: Challenges in Working with Disabled Students
- Multi-Model Instructional Strategies (2 part presentation)
- The Many Disguises of a Learning Disability (2 part presentation)
- Mandatory Learning Disability Meeting for Learning Skills Lab Personnel

ESL

- Adapting Directed Reading Thinking Activity (DRTA) for Beginning ESL Students
- Adapting Holiday Materials to Fit Different ESL Levels Crossroads - An ESL Series
- ESL Institute - Cooperative Learning Strand (4 day series)
- ESL Kick-off Speaker Practical Applications of Second Language Learning
- ESL Panel: ESL Issues at the Community College
- Culture Awareness of Southeast Asians in the ESL Classroom
- From License Plates to Vending Machines: English in Action
- Get What? Put it Where? Clarification Strategies in ESL
- Hear Here! Focused Listening Tasks fop ESL Students
- How to Have an Effective ESL Field Trip
- In English: Video ESL that Begins at the Beginning Introducing "In Contact"
- Introducing the Interchange Series for the Intermediate ESL Students

- Lesson Planning for a Multi-Level ESL Class
- Listening and Reading for Beginning ESL Students
- Literacy and Beginning ESL Activities
- Literacy in Lifeskills - A Beginning Adult Series
- Magic 7: Optimal Conditions for Second Language Acquisition
- Oxford Picture Dictionary
- Practical Ideas for ESL Beginning I, Part II Publishing your Teaching Ideas Survival English
- Tapes, the Untapped Resource: Using Tapes to Teach Listening Comprehension in the ESL Classroom
- Teach Reading Skills Using the Newspaper
- Teaching ESL to Vietnamese Students: A Focus on their Linguistic Problems
- Teaching ESL to Vietnamese Students: A Focus on the Vietnamese Culture
- The Art of Learning their Style
- The Art of Orchestrating Your Teaching
- Tour of the ESL/ABE Resource Center
- Using Discovery Toys in the ESL Classroom
- Vistas: An Interactive Course in ESL
- Writing as a Process - Multi-Level ESL Approach

HEALTH AND SAFETY

- Choosing Quality Child Care for Your Young Child
- Personal Safety - Rape Seminar
- Self Defense Awareness
- Gang Awareness
- Gangs in Santa Ana
- Women's Self-Defense (Women Only)

HIGH SCHOOL SUBJECTS

- The High Risk Student

KEYNOTE SPEAKERS & SPECIAL EVENTS

- The Art of Learning Their Style
- The Art of Orchestrating your Teaching

OLDER ADULTS

- Caring for your Aging Parents
- Effective Communication With Students Who Have Hearing Loss
- Information Exchange for Instructors in the Older Adult Program
- Aspects of Bringing Adult Literacy to the Classroom (A Roundtable Discussion)
- Older Adult Program Mandatory Meeting: Dialogue in Communication for Activity Directors and Instructors in the Older Adult Program
- Motivating the Adult Learner
- Adult Learning Styles

Source: RSC Professional Staff Development Program

RSC Foundation Grants That Address/Include Underrepresented Groups

July 1989 - May 1990

- Emergency Grant/EOPS - $2,500.00
- Career Beginnings Grant - Outward Bound Students - $400.00
- Sponsorship for Women of Achievement Awards - $1,000.00
- Faculty Mini-Grant Awards - $1,430.00
- Career Beginnings Scholarship (50 @$100) - $5,000.00

July 1990 - May 1991

- International Scholarship for Russian Student - $3,600.00
- International Scholarship for Soviet Bloc Students - $4,000.00
- Spring Scholarship Program/EOPS (50 @ $100) - $5,000.00
- Faculty Mini Grants (Fall) - $2,985.00
- Adult Literacy Program - $4,000.00
- Latina Leadership Conference - $462.00
- University Dance Theatre/Dance Program - $500.00
- Adelante Mujer Hispana Conference - $500.00
- Summer Readiness Program - $500.00
- Funds for CARE Program Spring Activity - $500.00

July 1991 - May 1992

- Disabled Student Center (Seed Money for Candy Sales) - $350.00
- Money for CARE Program Christmas Program - $300.00
- Faculty Mini Grants (Fall) - $1,980.00
- Malt Funds - $5,000.00
- Northern California Trip/Underrepresented Students - $1,400.00
- Jimmy Santiago Baca/Ethnic Studies - $650.00
- 2nd Annual Adelante Mujer Hispana Conference - $500.00
- EOPS Summer Readiness Program - $1,266.00
- Hispanic Youth Leadership Conference - $500.00

July 1992 - January 1993

- Dr. Jeff McMillian/12th Biennial National Conference - $450.00
- Faculty Mini-Grants - $2,989.00

Source: RSC Foundation

Faculty Staff Development Mini-Grants That Address Diversity Themes
Since 1987

1987/88

- Early Critical Thinking - ESL Demonstration Project, Robert Putman ($900.00)

1988/89

- Purchase of Instructional Videos for Counseling Center, Betty Cotton ($820.00)
- Travel to New Orleans for Jazz History/Jazz in America Curriculum, Ben Glover ($500.00)
- Speech Communication Association, Annual Conference, Marilou Morris ($250.00)
- Speech Communications Association, National Conference, New Orleans, Ken Turknette ($250.00)

1989/90

- Mathematics Teaching Methods Seminar, Cheryl Ooten/Wayne Gibson ($250.00)
- Mathematics Conference, Cheryl Ooten/Wayne Gibson ($600.00)
- Third International Colloquium for Librarians (Mexico), Susan Luevano ($580.00)

1990/91

- One-time Personal/Professional Development Activity: Puente Project, Betty Dixon ($300.00)
- Visitation to San Francisco City College, Marguerite Albanez/Mary Castellanos ($600.00)
- National Conference on Education for the Ceramic Arts Conference, Patrick Crabb ($110.00)
- Critical Thinking Skills Research, Charlene Pearson ($500.00)
- Lauback Literary Action Biennial Conference - Missouri, Kay Avila ($400.00)
- Latina Leadership Network Conference - Sacramento, Betty Cotton ($100.00)

1992/93

- Research of Teaching Effective Study Skills to Continuing Education Students, Terry Tomlinson - ($400.00)
- Enhancement of Cultural Awareness/Black History Month, Danita Terry ($1,500.00)
- Multimedia Calculus - Modern approach to Calculus, Wayne Gibson ($1,089.00)

Source: Staff Development, Faculty Grant Workgroup

Interview with Dean of Physical Education

Nancy Warren

Regarding Title IX and Athletics

- Physical Education staff having been preparing a report for internal college purposes regarding compliance with Title IX for RSC's Athletic programs.

- We are making progressive steps towards compliance. We currently have 8 men's sports, 6 women's sports, and 2 co-educational sports (however, no women are currently involved).

- Factors contributing to our current inability for full compliance include:
    - inadequate field space
    - difficulty finding part-time female coaches
    - difficulty recruiting female athletes

International Business Program

The International Business Program offers an overview of international business and is designed to provide both beginners and experienced business people with a global perspective on international trade, including foreign investments, impact of financial markets, international marketing, and the operation of multi-national corporations.

The program was first initiated as a response to the numerous requests from the community and students who have families in their homelands, such as Mexico and Vietnam, who were interested in doing business there. They have expressed the need to understand what is required by the regulatory agencies to import and export from the United States; to determine if a commodity is acceptable for export; what duties commodities might be subject to for import; and how to prepare the proper documentation.

The International Business Program is nested within the Management Degree and Certificate Program as an option. The following are International Business classes that RSC offers to students, as well as the number of course completers, per semester.

Course	Number of Course Completers						
	S 93	F 92	S 92	F 91	S 91	F 90	S 90
BUS 125 International Business				25		22	
BUS 126 International Marketing	15	20	24		28		14
BUS 175 Fundamentals of Import-Export	16	31	32	42	29	31	21
* BUS 176 - International Banking/Finance BUS 177 - U.S. Customs, Duties, and Harmonized System BUS 178 - Export Licensing and Regulations BUS 179 - Import and Export Problem Solving							

* These classes have not been offered due to budget constraints.

Source: Robert Ash, Chair of Management

RSC's Use of VATEA Funds to Assist Special Populations

Funds from the federal Carl D. Perkins Vocational and Applied Technology Education Act (VATEA) may only be used for program improvement with the full participation of special populations.

RSC uses VATEA funding to provide the following types of services to special populations:

- outreach and recruitment of potential vocational students
- bilingual personal, career, and educational counseling emphasizing overcoming barriers to success, selecting a career and retention in vocational programs
- academic and followup counseling for students not performing satisfactorily in their vocational programs
- basic skills and vocational assessment for career guidance and selection
- tri-lingual (English, Spanish, Vietnamese) instructional support including one-to-one tutoring, small group instructional assistance, both in classroom and in learning center environments
- paraprofessional staff assistance in various settings
- job development assistance for completers
- special outreach activities targeted to non-traditional careers such as the Latina Youth Conference
- specialized matriculation services
- college survival training

The special populations served through VATEA funds include disabled students, economically disadvantaged, and educationally disadvantaged, single parents, displaced homemakers, students in non-traditional occupations, and students in limited English proficiency.

Source: Paul Amorino, Director of Occupational Education & Economic Development

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*** Faculty and Staff ***
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Sources

- Faculty Equity Questionnaire
- Staff Equity Questionnaire
- Student Equity Questionnaire
- Existing statistics and studies:
    - RSCCD Recruitment Procedures
    - RSCCD Employee Profile
    - RSCCD Staff Diversity/Affirmative Action Plan
- Interviews:
    - Liz Harris, Director of Personnel
    - Ed Hernandez, Affirmative Action & Title IX Officer
    - Elouise Marasigan, Personnel Analyst

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*** Faculty and Staff ***

Summary

Questions:

- Are RSC faculty and staff demographically representative of the college's students and service area?
- Is the environment of RSC campuses friendly and welcoming to all faculty and staff?

Conclusions:

- There were as many concerns expressed in faculty respondent comments about gender equity as there were about ethnic group equity. There were comments about sexist behavior and policies favoring both male and female faculty and staff.
- A significant number of faculty respondents expressed that special programs for faculty, staff, and student special groups lead to resentment. There is also still a little resistance to affirmative action.
- The ethnic diversity of RSC faculty is not yet consistent with that of RSC students or community.
- Assessments of campus climate were more positive for White staff than Hispanic staff. (This differs from the same assessment findings of students.) The climate for diversity for faculty and staff has room for improvement.
- The issue of classism at RSC among groups, anti-classified, faculty vs administration, tenured vs non-tenured, credit vs non-credit, was expressed frequently as a serious problem.

Recommendations:

- Rigorously expand efforts to hire ethnically diverse faculty.
- Broadly disseminate, to college faculty and staff, the RSC Affirmative Action goals and plans. Re-invigorate implementation of the plans and responsibilities in that report.

- There is a need for regular college activities that bring all groups together - classified staff, management, and faculty; all ethnicities; faculty and staff with students.

- There is a need for more staff development and other activities that address these diversity/equity issues.

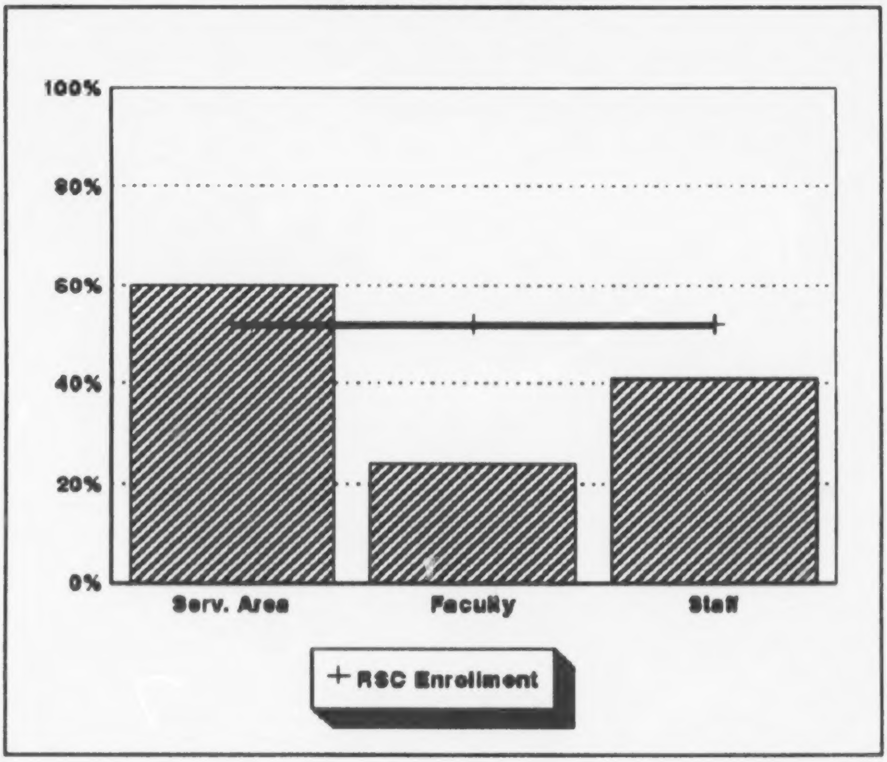
- It is important to be sensitive and responsive to the perceptions and training needs of "majority group" faculty and staff. Strategies should be used that will bring groups together and encourage an equitable environment without alienating any groups.

- More information about the (great) benefits and (low) costs of special programs should be disseminated in order to reduce resentment towards special programs.

A Comparison of Ethnic Distributions

	White	Hispanic	Asian	Black	Other
RSC Service Area* 1990	39%	48%	11%	2%	-
RSC Enrollment Fall 1992	48%	27%	16%	3%	6%
RSC Full-time Faculty Spring 1993	76%	12%	5%	6%	-
RSC Full-time Staff Spring 1993	59%	26%	8%	5%	2%

Percent Non-White



* The ethnic distribution of the 1990 Census population within a 30-mile radius of RSC, a comparative measure used by the California Community Colleges' Chancellor's Office, was: 44% White, 37% Hispanic, 9% Black, and 10% Asian. For the population 18 years of age or older, the population was slightly less diverse (48% White).

Source: RSC Research Department

Diversity Among Faculty and Staff (Faculty Equity Questionnaire)

		"Strongly Agree/Agree"
The percentage of minority faculty should reflect the percentage of minority students at RSC. (quest2)	White (n=54)	26%
	Non-White (n=18)	61%
	Total (n=72)	35%
With respect to the faculty, greater equality could be achieved with respect to individuals from ethnic groups traditionally underrepresented on the faculty by...		"Strongly Agree/Agree"
...enhancing resources available for their recruitment. (quest17a)	White	38%
	Non-White	87%
	Total	50%
...developing mentorships for those hired. (quest17b)	White	62%
	Non-White	88%
	Total	68%
...enhancing resources available for their retention. (quest17c)	White	39%
	Non-White	75%
	Total	48%
...reconceptualizing the definition of "qualified" when making hiring and promotional decisions. (quest17f)	White	16%
	Non-White	54%
	Total	24%
...including public service contributions in the criteria for promotion and tenure. (quest17g)	White	28%
	Non-White	73%
	Total	39%
...including the contributions that they make in assisting students from ethnic groups traditionally underrepresented in higher education to be successful on this campus. (quest17h)	White	46%
	Non-White	81%
	Total	55%
RSC is committed to increasing the numbers and percentages of ethnic minorities in classified, faculty, and administrative positions. (quest9)		"Strongly Agree/Agree"
	White	86%
	Non-White	53%
	Total	78%

Diversity Among Faculty and Staff (Faculty Equity Questionnaire)

In my opinion, special programs and policies...		"Strongly Agree/Agree"
...often result in the hiring of instructors and support personnel who lack adequate qualifications. (quest11b)	White	60%
	Non-White	29%
	Total	53%
...are necessary for the faculty to be representative of the student body and community. (quest11h)	White	47%
	Non-White	65%
	Total	52%
I sense/have experienced a sincere desire among my colleagues to enhance the diversity of staff members in my department. (40)		"Frequently"
	Male	46%
	Female	57%
	Total	53%
The highest priorities for the campus in hiring faculty should be...		"Strongly Agree/Agree"
...selecting the most qualified regardless of ethnic group. (quest18b)	White	93%
	Non-White	88%
	Total	92%
...selecting those who are qualified and of the same ethnic groups as the student body as a whole. (quest18c)	White	25%
	Non-White	59%
	Total	33%
...selecting those who are sensitive to the needs of students from all ethnic groups. (quest18e)	White	80%
	Non-White	81%
	Total	81%

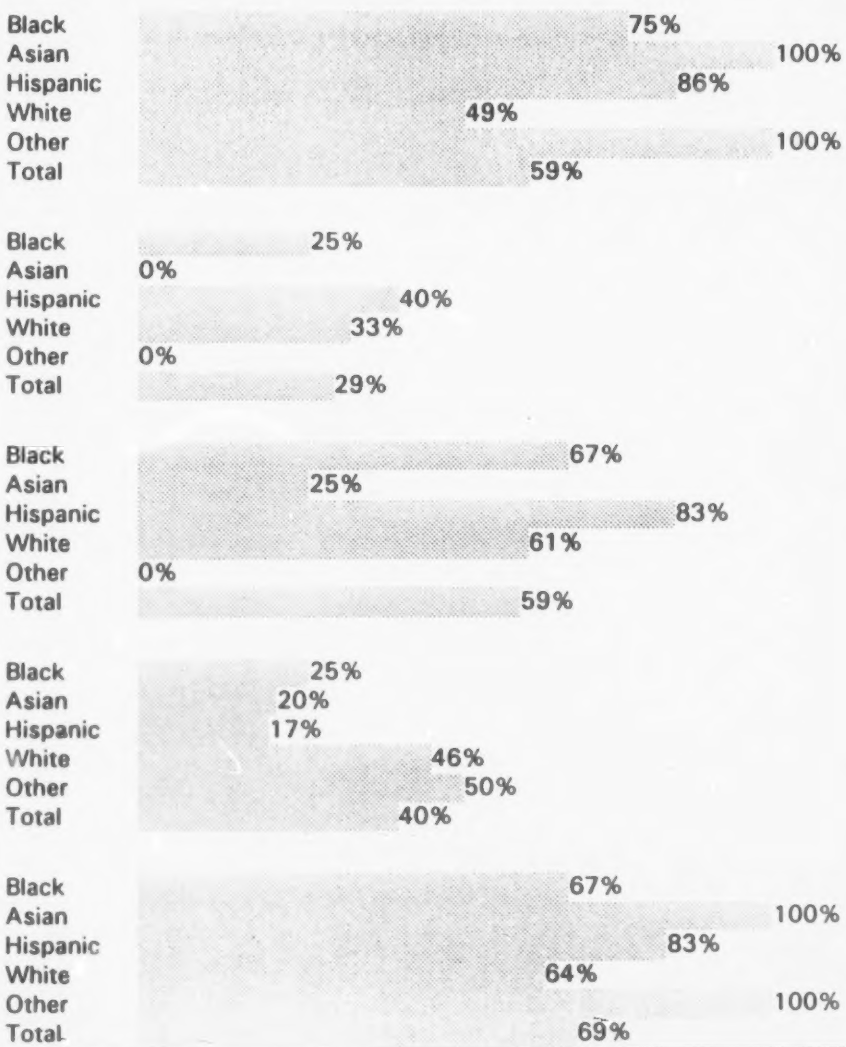
Relationships with Students, Staff, and Faculty (Faculty Equity Questionnaire)

RSC is responsive to the diverse needs of the changing demographics of our student body. (quest5)	"Strongly Agree/Agree" (SAC only)	
	Black	67%
	Asian	75%
	Hispanic	60%
	White	90%
	Other	0%
	Total	85%
My relationship with other faculty members is generally: includes personal acquaintanceships. (8c)	"Frequently"	
	1-5	29%
	6-10	7%
	11-15	42%
	16-20	44%
	20 +	50%
	Total	34%
I am treated rudely at RSC by: both male and female faculty, staff, or administrators. (9f)	"Never"	
	White	75%
	Non-white	53%
I collaborate professionally with faculty and/or staff of...	"Frequently"	
...my gender. (10c)	Male	71%
	Female	91%
	Total	83%
...the opposite gender. (10d)	Male	61%
	Female	84%
	Total	75%
I interact socially with faculty and/or staff of...	"Frequently"	
... my gender. (11c)	Male	52%
	Female	50%
	Total	51%
...my opposite gender. (11d)	Male	41%
	Female	39%
	Total	40%

Relationships with Students, Staff, and Faculty (Faculty Equity Questionnaire)

I interact socially with faculty and/or staff of...		"Frequently"
...my ethnic group. (11a)	Total	46%
...other ethnic groups. (11b)	Total	40%
...my gender. (11c)	Total	51%
The highest priorities on this campus in terms of students should be to enhance support for: retention of students from specific ethnic groups. (quest 13e)		"Strongly Agree/Agree"
	Black	75%
	Asian	50%
	Hispanic	67%
	White	46%
	Other	0%
	Total	49%
I interact socially with faculty and/or staff of...		"Frequently"
...my ethnic group. (11a)	1-5	31%
	6-10	46%
	11-15	39%
	16-20	55%
	20 +	55%
	Total	46%
...other ethnic group. (11b)	1-5	31%
	6-10	39%
	11-15	31%
	16-20	44%
	20 +	55%
	Total	40%
...my gender. (11c)	1-5	46%
	6-10	39%
	11-15	39%
	16-20	61%
	20 +	64%
	Total	51%

Relationships with Students, Staff, and Faculty (Faculty Equity Questionnaire)



In my opinion, special programs and policies...		"Strongly Agree/Agree"
...are necessary to attract students from a variety of ethnic groups. (quest11a)	Black	75%
	Asian	100%
	Hispanic	86%
	White	49%
	Other	100%
	Total	59%
...lead to resentment among students. (quest11c)	Black	25%
	Asian	0%
	Hispanic	40%
	White	33%
	Other	0%
	Total	29%
...lead to resentment among faculty members. (quest11d)	Black	67%
	Asian	25%
	Hispanic	83%
	White	61%
	Other	0%
	Total	59%
...lead to admission of too many underprepared students. (quest11g)	Black	25%
	Asian	20%
	Hispanic	17%
	White	46%
	Other	50%
	Total	40%
...help to create a positive campus environment. (quest11i)	Black	67%
	Asian	100%
	Hispanic	83%
	White	64%
	Other	100%
	Total	69%

Relationships with Students, Staff, and Faculty (Faculty Equity Questionnaire)

The highest priorities on this campus in terms of students should be to enhance support for...		"Strongly Agree/Agree"
...retention of all enrolled students. (quest13d)	Total	90%
...retention of students from specific ethnic groups. (quest13e)	Total	49%
I have seen or heard about campus events where: women in general are portrayed negatively. (15b)		"Occasionally/Seldom"
	Male	7%
	Female	26%
	Total	19%
I have seen or heard about racist behavior initiated by...		"Never"
...ethnic minority support personnel. (16a)	Total	78%
...non-ethnic minority support personnel. (16b)	Total	78%
...ethnic minority faculty. (16c)	Total	74%
...non-ethnic minority faculty. (16d)	Total	64%
...ethnic minority students. (16e)	Total	67%
...non-ethnic minority students. (16f)	Total	58%
I have seen or heard about sexist behavior initiated by...		"Occasionally/Seldom"
...male faculty. (17d)	Male	31%
	Female	48%
	Total	41%
...male students. (17f)	Male	31%
	Female	39%
	Total	36%
I have seen on this campus: negative graffiti about women. (18d)		"Occasionally/Seldom"
	Male	28%
	Female	20%
	Total	23%

Relationships with Students, Staff, and Faculty (Faculty Equity Questionnaire)

I have seen or heard about sexist behavior initiated by...		"Never"
...female support personnel. (17a)	Total	20%
...male support personnel. (17b)	Total	29%
...female faculty. (17c)	Total	25%
...male faculty. (17d)	Total	41%
...male students. (17f)	Total	36%
Administrators on this campus act as though they are...		"Frequently"
...supportive of women faculty. (21l)	Male	82%
	Female	68%
	Total	73%
...obstructive to the extent permitted by the law. (under "ethnic" and "years of service" also) (21n)	Male	23%
	Female	14%
	Total	18%
I mentor students who are of...		"Frequently"
...my gender. (29a)	Male	55%
	Female	79%
	Total	69%
...the opposite gender. (29b)	Male	43%
	Female	63%
	Total	55%
At RSC, I have been discriminated against recently because of my: gender. (32b)		"Never"
	Male	100%
	Female	73%
	Total	84%
I support the presence of different perspectives on ethnic and gender related issues in discussions of my department colleagues. (under "ethnic" also) (41)		"Frequently"
	Male	79%
	Female	93%
	Total	87%

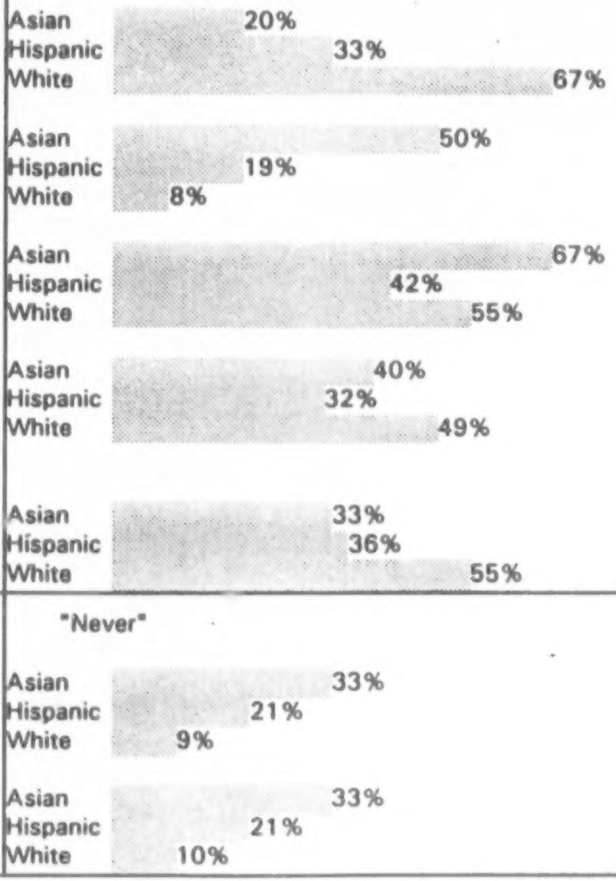
Responses Showing Different Perceptions and Experiences for Whites and Non-Whites (Staff Equity Questionnaire)

Item	Response	Group	Percent
I have seen or heard about campus events where: specific ethnic groups are portrayed negatively. (item11a)	"Never"	Asian (n = 6)	40%
		Hispanic (n = 29)	67%
		White (n = 115)	89%
Faculty and staff on this campus generally act as though they are...	"Frequently"		
...aware of the importance of enrolling students from underrepresented groups. (item24a)		Asian	0%
		Hispanic	40%
		White	84%
...aware of the difficulties that students from specific ethnic groups may face in succeeding in college. (item24b)		Asian	50%
		Hispanic	35%
		White	75%
...resentful of efforts to develop a student body that represents all ethnic groups. (item24c)		Asian	50%
		Hispanic	24%
		White	8%
...willing, when appropriate, to incorporate racial, ethnic, and gender perspectives into their courses. (item24d)		Asian	40%
		Hispanic	29%
		White	71%
...willing to mentor students from the underrepresented groups. (item24e)		Asian	0%
		Hispanic	35%
		White	66%
RSC is responsive to the diverse needs of the changing demographics of our student body. (quest2)	"Strongly Agree/Agree"	Asian	50%
		Hispanic	33%
		White	85%

Responses Showing Different Perceptions and Experiences for Whites and Non-Whites
(Staff Equity Questionnaire)

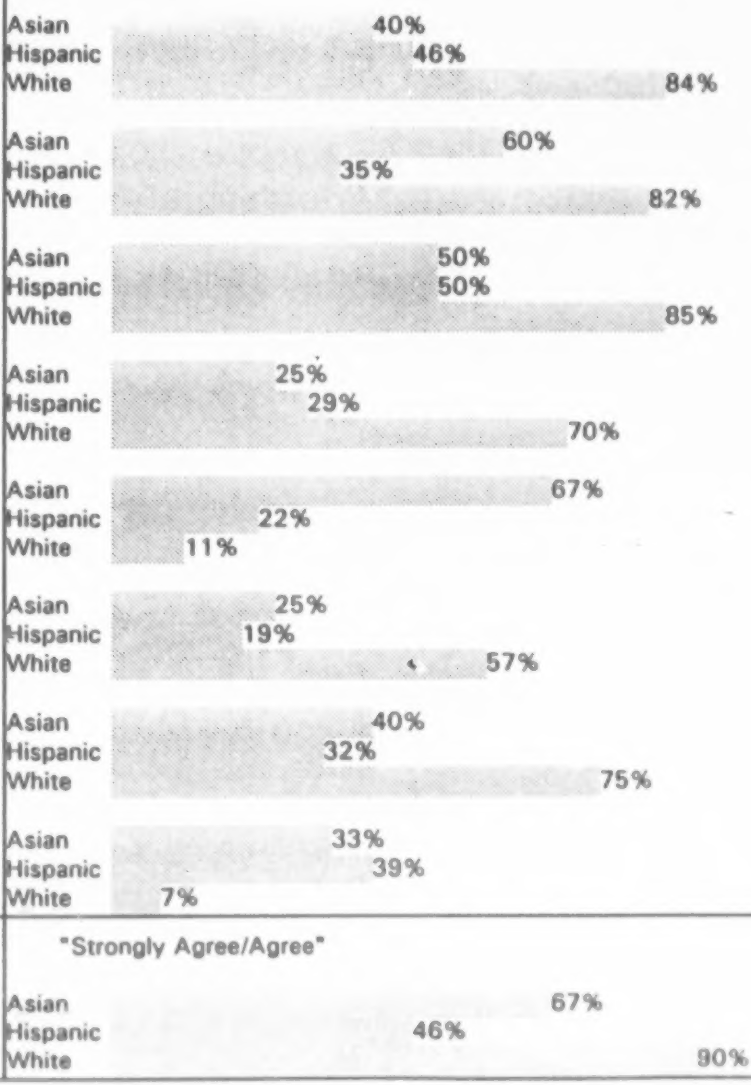
Item	Group	Response
Faculty and staff regard campus programs for students from backgrounds traditionally underrepresented in higher education as...		"Frequently"
...critical to the institution's mission. (item25a)	Asian	0%
	Hispanic	41%
	White	63%
...effective educationally. (item25b)	Asian	25%
	Hispanic	29%
	White	58%
...a drain on institutional resources. (item25c)	Asian	100%
	Hispanic	24%
	White	12%
...a stigma on the institution's prestige. (item25d)	Asian	33%
	Hispanic	23%
	White	5%
Campus administrators behave as though high priorities for them are to...		"Frequently"
...increase the number of students from all ethnic groups. (item30f)	Asian	33%
	Hispanic	32%
	White	64%
...educate students from all ethnic groups. (item30h)	Asian	33%
	Hispanic	33%
	White	67%
RSC is committed to increasing the numbers and percentages of ethnic minorities in classified, faculty, and administrative positions. (quest5)		"Strongly Agree/Agree"
	Asian	60%
	Hispanic	33%
	White	79%

Responses Showing Different Perceptions and Experiences for Whites and Non-Whites
(Staff Equity Questionnaire)



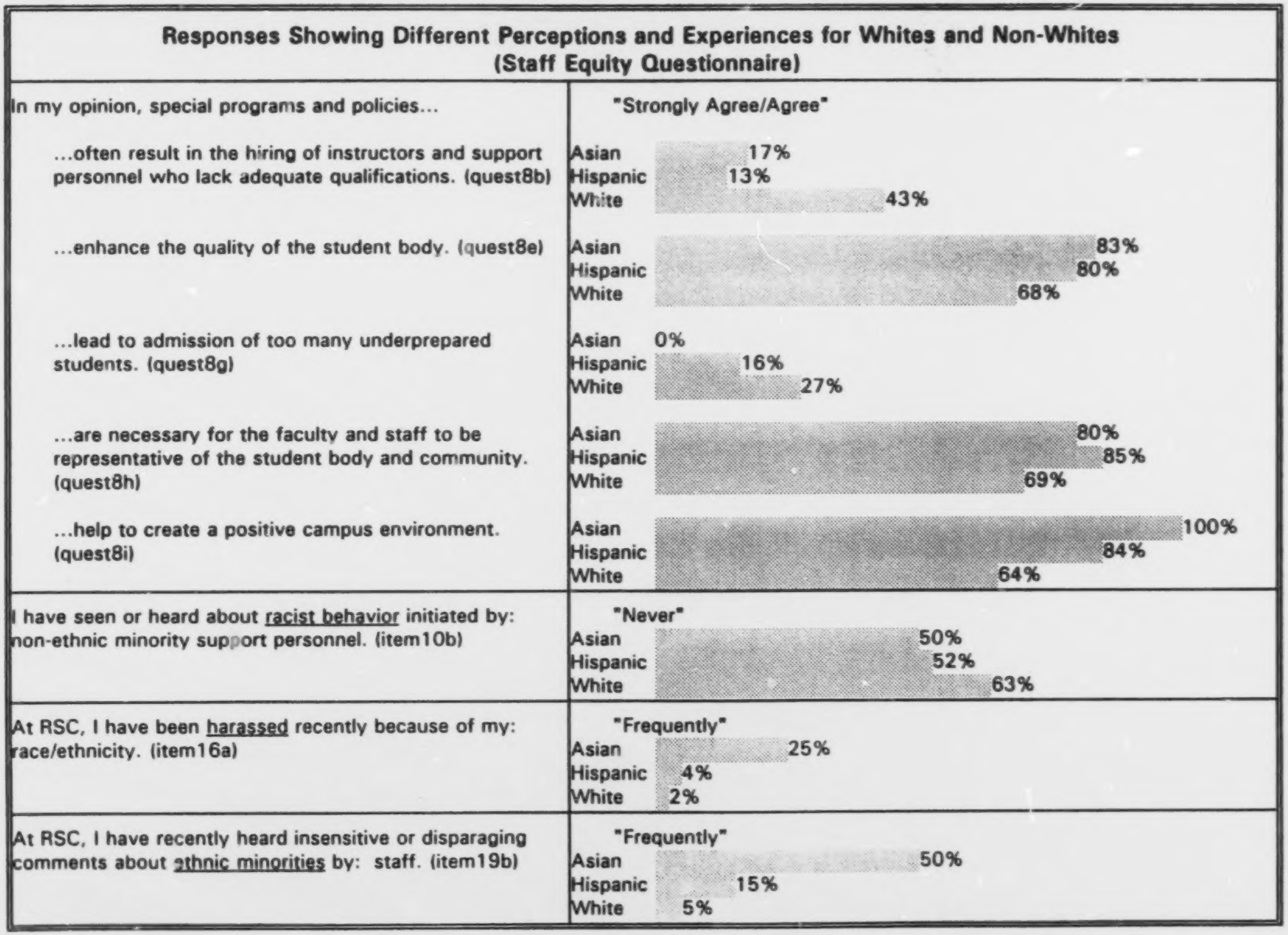
Students that I interact with on this campus generally behave as though they are...		"Frequently"
...pleased with developing a student body that represents all ethnic groups. (item26a)	Asian	20%
	Hispanic	33%
	White	67%
...resentful of efforts to develop a student body that represents all ethnic groups. (item26b)	Asian	50%
	Hispanic	19%
	White	8%
...aware of the importance of educating students from all ethnic groups. (item26c)	Asian	67%
	Hispanic	42%
	White	55%
...aware of the difficulties that students from underrepresented groups may face in succeeding in college. (item26d)	Asian	40%
	Hispanic	32%
	White	49%
...supportive of students from underrepresented groups. (item26e)	Asian	33%
	Hispanic	36%
	White	55%
I interact socially with faculty and/or staff of...		**"Never"**
...my ethnic group. (item9a)	Asian	33%
	Hispanic	21%
	White	9%
...other ethnic groups. (item9b)	Asian	33%
	Hispanic	21%
	White	10%

Responses Showing Different Perceptions and Experiences for Whites and Non-Whites (Staff Equity Questionnaire)



Administrators on this campus act as though they are...		"Frequently"
...aware of the importance of educating students from all ethnic groups. (item29a)	Asian	40%
	Hispanic	46%
	White	84%
...aware of the difficulties that students from specific ethnic groups may have in succeeding in college. (item29b)	Asian	60%
	Hispanic	35%
	White	82%
...supportive of students from all ethnic groups. (item29d)	Asian	50%
	Hispanic	50%
	White	85%
...willing to mentor faculty and staff from all ethnic groups. (item29g)	Asian	25%
	Hispanic	29%
	White	70%
...resentful of efforts to develop a faculty and staff that represents all ethnic groups. (item29i)	Asian	67%
	Hispanic	22%
	White	11%
...aware of the difficulties that faculty and staff from specific ethnic groups may face in succeeding at this institution. (item29j)	Asian	25%
	Hispanic	19%
	White	57%
...supportive of faculty and staff from all ethnic groups. (item29k)	Asian	40%
	Hispanic	32%
	White	75%
...obstructive to the extent permitted by the law. (item29n)	Asian	33%
	Hispanic	39%
	White	7%
Ethnic minorities have equal opportunities for recognition, respect, and advancement in my department. (quest6)		**"Strongly Agree/Agree"**
	Asian	67%
	Hispanic	46%
	White	90%

Responses Showing Different Perceptions and Experiences for Whites and Non-Whites (Staff Equity Questionnaire)



Item	Response	Asian	Hispanic	White
In my opinion, special programs and policies... ...often result in the hiring of instructors and support personnel who lack adequate qualifications. (quest8b)	"Strongly Agree/Agree"	17%	13%	43%
...enhance the quality of the student body. (quest8e)	"Strongly Agree/Agree"	83%	80%	68%
...lead to admission of too many underprepared students. (quest8g)	"Strongly Agree/Agree"	0%	16%	27%
...are necessary for the faculty and staff to be representative of the student body and community. (quest8h)	"Strongly Agree/Agree"	80%	85%	69%
...help to create a positive campus environment. (quest8i)	"Strongly Agree/Agree"	100%	84%	64%
I have seen or heard about racist behavior initiated by: non-ethnic minority support personnel. (item10b)	"Never"	50%	52%	63%
At RSC, I have been harassed recently because of my: race/ethnicity. (item16a)	"Frequently"	25%	4%	2%
At RSC, I have recently heard insensitive or disparaging comments about ethnic minorities by: staff. (item19b)	"Frequently"	50%	15%	5%

Other Issues (Staff Equity Questionnaire)	
At RSC, I have been discriminated against recently because of...	"Never"
...my religion. (item16e)	96%
...my disability. (item16d)	95%
...my sexual orientation. (item16c)	95%
...my age. (item16f)	87%
...my race/ethnicity. (item16a)	81%
At RSC, I have been harassed recently because of my gender. (item17b)	"Never"
	Male 83%
	Female 83%
At RSC, I have recently heard insensitive or disparaging comments by staff about...	"Never"
...ethnic minorities (item19b)	61%
...gays and lesbians (item20b)	75%
...people with disabilities (item21b)	89%
My relationship with other staff members is generally...	"Frequently"
...conducive to social interaction on-campus. (item23d)	Asian 25%
	Hispanic 36%
	White 53%
	"Never"
...uncomfortable with those of other ethnic groups. (item23f)	Asian 60%
	Hispanic 85%
	White 86%

Other Issues (Staff Equity Questionnaire)

Campus activities in which I participated that have increased my sensitivity to other ethnic groups are...	"Frequently"
...informal discussions with others on campus. (item27a)	43%
...special events (cultural celebrations, etc). (item27e)	36%
...conferences and workshops. (item27c)	32%
...staff development activities. (item27b)	31%
...committee assignments and/or department/division meetings. (item27d)	28%
...concerts and exhibits. (item27f)	25%

Other Issues (Staff Equity Questionnaire)

Campus activities in which I participated that have increased my sensitivity to other ethnic groups are...	"Frequently"
...informal discussions with others on campus. (item27a)	43%
...special events (cultural celebrations, etc). (item27e)	36%
...conferences and workshops. (item27c)	32%
...staff development activities. (item27b)	31%
...committee assignments and/or department/division meetings. (item27d)	28%
...concerts and exhibits. (item27f)	25%

Staff's Perception of RSC in Regard to Issues of Diversity

(Staff Equity Questionnaire)

	Percent Distribution and Average Rating for Responses by Ethnicity (responses reported on a 1-5 scale, 1 = most positive response/5 = most negative response)					
	1	2	3	4	5	Average Rating
	Relaxed				Tense	
Hispanic n = 27	7%	15%	30%	26%	22%	3.4
White n = 124	14	24	36	15	11	2.9
	Comfortable				Uncomfortable	
Hispanic	7	15	33	26	19	3.3
White	15	36	32	14	5	2.6
	Friendly				Hostile	< = = = =
Hispanic	19	33	37	4	7	2.5
White	23	40	28	6	3	2.3
	Warm				Cold	
Hispanic	11	22	52	7	7	2.8
White	16	37	34	12	2	2.5
	Communicative				Reserved	
Hispanic	4	11	48	19	19	3.4
White	11	30	38	19	2	2.3
	Enjoyable				Unenjoyable	
Hispanic	4	22	37	30	7	3.1
White	16	37	37	7	3	2.4
	Concerned				Indifferent	
Hispanic	15	11	30	26	19	3.2
White	20	33	37	8	3	2.4
	Respectful				Disrespectful	
Hispanic	7	33	26	30	4	2.9
White	9	34	36	8	2	2.4
	Cooperative				Competitive	
Hispanic	7	26	26	33	7	3.1
White	16	34	36	8	6	2.5
	Sensitive				Insensitive	
Hispanic	4	33	15	30	13	3.3
White	17	29	41	10	3	2.5

* Only Hispanics and Whites are included because the number of respondents for other ethnic groups were too low.

	Percent Distribution and Average Rating for Responses by Ethnicity (responses reported on a 1-5 scale, 1 = most positive response/5 = most negative response)					
	1	2	3	4	5	Average Rating
	Welcoming				Unwelcoming	
Hispanic	11%	26%	33%	19%	11%	2.9
White	20	33	35	11	2	2.4
	Supportive				Unsupportive	
Hispanic	7	19	41	26	7	3.2
White	10	25	50	12	3	2.4
	Easy				Hard	
Hispanic	7	19	41	26	7	3.1
White	10	25	50	12	3	2.7
	Accepting				Unaccepting	
Hispanic	7	26	33	26	7	3.0
White	17	35	37	10	2	2.4
	Tolerant				Intolerant	
Hispanic	7	19	44	22	7	3.0
White	16	37	35	9	2	2.4
	Flexible				Structured	
Hispanic	7	30	41	11	11	2.9
White	17	30	32	14	7	2.6
	Open				Closed	
Hispanic	11	26	30	19	15	3.0
White	19	28	35	15	3	2.6
	Non-Bureaucratic				Bureaucratic	< = = = =
Hispanic	7	4	37	15	37	3.7
White	8	15	24	21	31	3.5

Note: In every case, White staff rated the climate more positively than Hispanic staff. The climate was rated the most negatively by both groups on the measure "bureaucratic", and most positively on the measure "friendly".

- Only Hispanics and Whites are included because the number of respondents for other ethnic groups were too low.

Staff's Feelings About How They Are Viewed at RSC

(Staff Equity Questionnaire)

	Percent Distribution and Average Rating for Responses by Ethnicity (responses reported on a 1-5 scale, 1 = most positive response/5 = most negative response)					
	1	2	3	4	5	Average Rating
	Respected				Disrespected	
Hispanic n=27	44%	19%	30%	7%	0%	2.0
White n=124	27	44	24	4	1	2.1
	Admired				Resented	
Hispanic	11	33	37	11	7	2.7
White	11	33	49	6	2	2.5
	Successful				Unsuccessful	
Hispanic	15	30	44	7	4	2.6
White	20	46	31	2	1	2.2
	Intelligent				Unintelligent	
Hispanic	26	37	30	7	0	2.2
White	22	53	23	2	1	2.1
	Valued				Demeaned	
Hispanic	26	30	26	11	7	2.4
White	21	39	28	7	5	2.4
	Appreciated				Worthless	
Hispanic	30	15	30	15	11	2.6
White	19	42	27	9	2	2.3
	Integral on the Campus				Tolerated on Campus	
Hispanic	22	15	37	15	11	2.8
White	24	29	33	11	4	2.4

Note that 44% of the 27 Hispanic respondents rated that they felt "respected" on the highest rating possible (1).

* Only Hispanics and Whites are included because the number of respondents for other ethnic groups were too low.

Percent of Staff Who Have Participated in an Activity To Promote Diversity/Sensitivity

(Staff Equity Survey)

Have you participated in a workshop.....?	Black n=3	Asian n=6	Hispanic n=28	White n=123	Other n=8	TOTAL n=168
No	67%	67%	50%	53%	50%	53%
Yes, mostly beneficial	33	17	21	20	25	20
Yes, somewhat beneficial	0	17	21	25	25	24
Yes, but not beneficial	0	0	7	2	0	3
TOTAL	2%	4%	17%	73%	5%	100%

Percent of Faculty Who Have Participated in an Activity To Promote Diversity/Sensitivity

(Faculty Equity Survey)

Have you participated in a workshop.....?	Black n=3	Asian n=5	Hispanic n=8	White n=60	Other n=2	TOTAL n=78
No	33%	40%	25%	30%	100%	32%
Yes, mostly beneficial	67	20	50	30	0	32
Yes, somewhat beneficial	0	40	25	38	0	35
Yes, but not beneficial	0	0	0	2	0	1
TOTAL	4%	6%	10%	77%	3%	100%

Note that more faculty than staff have participated in a staff development or other activity promoting sensitivity to diversity.

RSCCD Employee Profile
January 1993

	Administrators		Classified (F/T)		Classified (P/T)		Faculty (F/T)		Faculty (P/T)		Supervisory/ Confidential	
Gender												
Female	18	46%	228	68%	215	70%	159	53%	734	54%	18	51%
Male	21	54%	107	32%	93	30%	143	47%	689	46%	17	49%
Ethnicity												
White	29	74%	184	55%	164	53%	228	77%	1174	83%	27	77%
Hispanic	6	15%	96	29%	95	31%	36	12%	143	10%	4	11%
Black	1	<3%	17	5%	7	2%	18	6%	25	2%	1	<3%
Asian/Pacf Isl	1	<3%	33	10%	40	13%	14	5%	64	4%	-	0%
Ntv American	2	5%	-	0%	2	<1%	3	<1%	12	<1%	1	<3%
Filipino	-	0%	3	<1%	-	0%	-	0%	3	<1%	1	<3%
Other	-	0%	2	<1%	-	0%	3	<1%	2	<1%	-	0%

Part-time faculty are the least diverse group of our staff groups, and part- and full-time classified staff are the most diverse. The largest ethnic minority group of all staff groups is Hispanic.

Source: Personnel Services

RSCCD Staff Diversity/Affirmative Action Plan (1989)

The College maintains a comprehensive affirmative action plan, created and administered through the Personnel Department and Affirmative Action Committee. This plan addresses the following issues:

1. Policy statement - A statement affirming the college's commitment to a diverse environment, to fulfilling all of the many related legal mandates, and to vigorous affirmative action efforts in hiring.

2. Responsibilities - The responsibilities in the effort to achieve staff diversity are specified for 1) the Board of Trustees; 2) the Chancellor; 3) the Affirmative Action Officers; 4) the Affirmative Action Committee; 5) the faculty and staff; and 6) the Title IX Officer.

3. Work Force Analysis - Using guidelines provided by the state Chancellor's Office, an analysis of the numbers of minorities and women, by department, as well as future hiring goals and timelines, are provided (see attached) (updated through 1992-93).

4. Training of Faculty and Staff - Opportunities for faculty and staff to receive training (e.g., Staff Development Programs, training for screening committee members, community involvement) in topics of diversity are very briefly discussed.

5. Employment - Procedures for all phases of employment - job descriptions, recruitment, application, applicant pools, screening and selection, record-keeping and reports are described. These procedures were developed to maximize diversity in new hires.

6. Complaint Procedures

7. Strategies for Changes - Long lists of activities by which to enhance a pro-diverse climate at RSC are presented. The lists include recommendations for hiring practices, curriculum, training, and responsibilities of the Diversity Specialist. This is a good resource for this study. (See the next item in this report.)

8. Plan Revision & Dissemination of Policy - This section indicates that the plan will be updated every three years and disseminated to designated groups.

9. Program Areas Related to Provisions of a Hospitable Campus Environment for All Groups - This section addresses:

- Sexual harassment policy and definition
- Gender equity policies and proposed activities for RSC to promote gender equity
- Disabilities policies
- Unlawful discrimination
- Sexual orientation statement of non-discrimination
- AIDS in the workplace policy statements for the afflicted and non-afflicted employee.

5. STRATEGIES FOR CHANGE

Legal Reference: Title 5, Section 53050

a. Recruitment

The strategy in this category is to seek candidates for positions who would not be reached through traditional recruitment efforts.

1) **Institute criteria for District-paid travel and reimbursement, expense-sharing or stipend for relocation costs.**

2) **Develop criteria for District participation in a housing assistance program for all new-hires relocating within the District's boundaries.**

3) **Provide all new-hires with information about avenues for possible spousal employment, child care, community information, schools, new-resident interests, etc.**

4) **List all position openings with the District's Job Placement Office to capitalize on our student population diversity.**

5) **Institute and maintain an on-going file of persons from protected groups who are interested in future District openings and send timely information.**

6) **Develop a comprehensive search plan for each employment action which involves the Division Dean, screening committee chair, Cultural Diversity Leadership Chair and/or the Staff Diversity/Affirmative Action Officer.**

7) **Develop an efficient process for participating in system-sponsored job fairs and career programs on university campuses.**

8) **Involve department faculty and staff in networking and recruiting for current openings through professional organizations, conferences, telephone calls, etc.**

9) **Create new positions or reorganize to enable the hiring of additional, exceptionally qualified protected group members in accordance with institutional needs and**

resources available in targeted affirmative action categories.

b. Pipelines

Pipelines are long-term recruiting strategies that rely on creating avenues for targeted groups to gain employment with the District. Investing resources in a variety of areas should promote access that will eliminate or drastically reduce the District's dependence on advertising and outreach for each opening as it occurs.

1) Establish a mentoring program for aspiring graduate students. The process would involve faculty pairing with students to provide motivation, positive reinforcement, guidance and encouragement. A mentoring program for new faculty during their first year on the job might also help in retaining protected group members once we have hired them.

2) Establish an internship program by which graduate students are paid a stipend for "student teaching" during the summer session. Not only would the District be assisting the student financially, but by working with our faculty, they would gain classroom skills and/or counseling skills that are difficult to come by for new graduates.

3) Invite K-12 teachers to apply for part-time faculty and guest lecturer positions. Part-time faculty are now a component of our plan (goals and timetables). There is much talent and diversity in our District's service area, and this is one way to capitalize on both.

4) Visit four-year schools and addressing Bachelor students to create an awareness of teaching at a two-year college. This would encourage the view that RSC is a viable career option.

5) Establish a formal program to qualify existing part-time staff for future full-time positions. This would pay us dividends not only in diversity, but could serve to improve candidate pools in hard-to-hire disciplines and career fields, i.e., clerical.

6) Set up faculty networking mechanisms that take advantage of professional organizations and other affiliations.

c. Curriculum, Culture and Environment

The strategy in this category is to provide a working atmosphere that promotes diversity in all aspects of the institution. The value of diversity should serve to retain faculty and staff once they have been hired.

To initiate the implementation of this plan, the District will provide 1.0 FTE (Full Time Equivalent) release time for faculty to develop and promote the concept of cultural diversity in curriculum, culture and environment. It is understood that this position is a one-year position with a review of outcomes at the end of that year.

FOR FACULTY:

1. Assist faculty to replace or revise culturally and sex-biased classroom materials, textbooks, filmstrips, cassettes, charts, etc.

2. Assist faculty to develop up-to-date classroom resource materials that promote cultural diversity and acceptance of protected groups.

3. Promote student diversity in classes, courses and programs.

4. Assist counselors with the development of career and job information for protected groups, as well as sex equity in non-traditional careers.

5. Assist in referring students to the Job Placement Office with special emphasis for those students from the protected groups.

6. Encourage participation of protected groups in student organization activities, including leadership roles.

7. Recommend that adequate space and/or class sections be allocated to meet the needs of

programs for students from the protected groups.

8. Develop demonstration projects that promote cultural diversity and eliminate sex and disability bias in the curriculum.

9. Apply for research grants for innovative programs that promote cultural diversity on the campus, that infuse cultural diversity, and that eliminate sex and disability bias in the curriculum.

10. Promote the concept that protected groups can and should transfer to four-year colleges and universities.

11. Make students aware of District support services, i.e., Learning Center, Disabled Student Center, Financial Aid Office, New Horizons and non-traditional careers.

12. Establish a visiting minority professors program. Priority would be given to disciplines where few protected group faculty are teaching.

13. Performance in promoting cultural diversity/gender equity, i.e., participation in pipeline and recruitment activities, training, gender equity etc., will be a part of either peer and/or administrative performance evaluations.

FOR STUDENT SERVICES:

14. Replace or revise all biased information materials in counseling.

15. Eliminate all biased testing materials for determining personality traits and aptitudes. Develop and use testing materials free from cultural, sexual biases and disabled biases.

16. Search and maintain the most recent available information for employment outlook for protected groups.

17. Utilize data on employment patterns and projections to guide student choice without regard to cultural background.

18. Take an active role in recruiting under-represented students to consider transferring to four-year universities and into majors that have traditionally been avoided by under-represented groups.

19. Provide counseling services to under-represented students concerning university opportunities with emphasis on reasons to consider transfer opportunities, problems to be overcome in the pursuit of transfer opportunities, and academic preparation needed, and available for transferring to the university.

20. Invite speakers to address under-represented students of the opportunities available to attend the university.

21. Use resource persons who can provide information to under-represented students on the how's and why's of transferring.

22. Provide teachers, administrators, students and community members with materials on the career choices available to protected groups.

23. Provide information on employers who are receptive to hiring persons from the protected groups.

24. Apply for grants to address the issue of under-represented students at the university: How can we get community college students to transfer to the university?

25. Performance in promoting cultural diversity, i.e., participation in pipeline and recruitment of either peer and/or administrative performance evaluations.

26. Provide school and financial aid information and training to students from protected groups.

27. Provide guidance to student organizations to assure that they are not discriminatory or biased.

28. Take an active role in recruiting under-represented students to consider vocational

programs that have traditionally been avoided by under-represented groups.

29. Apply for grants to address the issue of vocational programs that have been traditionally avoided by under-represented groups.

FOR ADMINISTRATION:

30. Plan staff development meetings to explain affirmative action and cultural diversity, assess course content and textbooks for bias, and involve staff in the effort and implementation.

31. Examine student enrollment patterns to identify trends of protected groups in order to ascertain areas of bias and stereotyping.

32. Revise and design District brochures to promote cultural diversity and eliminate sex and disability bias and sex-role stereotyping.

33. Develop signage that addresses the need of the limited or non-English speaking and the visually impaired.

34. Identify employers interested in hiring persons from the protected groups.

35. Identify community people from the protected groups who would be willing to participate in programs.

36. Provide students with bilingual and special services support (disability) contact persons in all instructional programs and in those areas that provide services to students.

37. Provide career fairs or career days to develop awareness of job opportunities for protected groups.

38. Foster student activities that promote cultural diversity.

39. Supervise the elimination or revision of teaching, resource, counseling, and testing materials that are biased.

40. Apply for research grants that address the issues of cultural diversity and protected groups.

41. Review retention rates of protected groups in all disciplines to identify problem areas for attention and correction. Also, to give positive recognition to successful programs.

42. In the development of all District publications, consideration should be given to the appropriateness of translation in languages other than English.

43. Set aside annual funding for departments that make progress in meeting District departmental/division Staff Diversity/ Affirmative Action goals and timetables for one-time expenditures.

44. A Manager's achievement and promotion of cultural and staff diversity, i.e., implementing recruitment and pipeline activities, organizing workshops, bringing in speakers, will be a significant part of the performance appraisal process, taking into account workforce analysis and departmental/ division goals and timetables. Each manager, starting with the Vice Chancellors, will be held accountable for creating an environment that values cultural diversity and strives to achieve Affirmative Action goals.

d. Training

FOR FACULTY:

1. Participate in in-service training, which seeks to promote cultural diversity and the elimination of sex and disability bias and sex-role stereotyping in education.

2. Improve teaching skills through in-service training in how to infuse the curriculum with cultural diversity.

FOR STUDENT SERVICES FACULTY:

3. Participate in in-service training that addresses the issues of under-represented students: financial aid, admissions, housing, etc.

FOR FACULTY AND STAFF:

4. Provide and encourage attendance at training programs where all staff are given an opportunity to attend.

5. Provide training on the impact of AB-1725.

6. Provide orientation on staff diversity and the affirmative action plan.

7. Provide training on history and responsibilities of affirmative action.

8. Provide training on workforce analysis, utilization analysis, goals and timetables.

9. Provide Faculty/Staff in-service training on diversity including, but not limited to language, cultural sensitivity, sex equity, sexual harassment, disabilities, and sexual orientation.

10. Provide training on employment procedures.

11. Provide training on complaint process.

12. Provide training on job analysis, job descriptions/class specifications application instruments and job announcements.

13. Provide training on recruitment, applicant pool and applicant flow.

14. Provide faculty/staff in-service training on AIDS in the workplace and sexual harassment.

15. Develop and implement specialized programs to integrate new faculty into the campus, with special sensitivity to minority faculty.

16. Training of staff involved with screening and selection processes through seminars, training workshops or approved videotapes designed to improve understanding of current equal opportunity policy and affirmative action is required prior to serving on a screening committee.

RSCCD Affirmative Action Goals and Timetables

	Number of Employees in this Job Category (1989-90)	Number of persons underrepresented for 1989-90 for this job category	1989-90 Goals for this category	1990-91 Goals for this category	1991-92 goals for this job category
Executive/Administrative/Managerial					
Alskn Ntv/American Indian	2	0	0	0	0
Asian/Pacific Islander	1	1	0	0	1
Black	2	1	0	1	0
Hispanic	4	0	0	0	0
Women	14	2	1	1	0
Social Science					
Alskn Ntv/American Indian	0	0	0	0	0
Asian/Pacific Islander	0	1	0	0	0
Black	1	0	0	0	0
Hispanic	3	0	0	0	0
Women	2	10	0	0	0
Humanities					
Alskn Ntv/American Indian	0	0	0	0	0
Asian/Pacific Islander	2	1	0	1	0
Black	3	0	0	0	0
Hispanic	3	3	0	1	2
Women	29	0	0	0	0
Career Education					
Alskn Ntv/American Indian	1	0	0	0	0
Asian/Pacific Islander	4	0	0	0	0
Black	5	0	0	0	0
Hispanic	3	6	1	2	3
Women	31	0	0	0	0
Natural Science					
Alskn Ntv/American Indian	0	0	0	0	0
Asian/Pacific Islander	0	1	0	1	0
Black	0	1	0	1	0
Hispanic	0	2	0	1	1
Women	8	3	0	1	1

RSCCD Affirmative Action Goals and Timetables (Cont.)

	Number of Employees in this Job Category (1989-90)	Number of persons underrepresented for 1989-90 for this job category	1989-90 Goals for this category	1990-91 Goals for this category	1991-92 goals for this job category
Health & Physical Education					
Alskn Ntv/American Indian	0	0	0	0	0
Asian/Pacific Islander	0	1	0	0	0
Black	1	0	0	0	0
Hispanic	3	0	0	0	0
Women	2	10	0	0	0
Instructional/Support Services					
Alskn Ntv/American Indian	0	0	0	0	0
Asian/Pacific Islander	3	0	0	0	0
Black	3	0	0	0	0
Hispanic	12	0	0	0	0
Women	36	0	0	0	0
Adult Education/Other Non-Credit					
Alskn Ntv/American Indian	0	0	0	0	0
Asian/Pacific Islander	4	0	0	0	0
Black	4	0	0	0	0
Hispanic	8	0	0	0	0
Women	24	0	0	0	0
Faculty (Part-time)					
Alskn Ntv/American Indian	19	0	0	0	0
Asian/Pacific Islander	75	8	3	5	7
Black	27	55	5	10	15
Hispanic	182	0	0	0	0
Women	818	0	0	0	0
Professional (Non-faculty)					
Alskn Ntv/American Indian	1	0	0	0	0
Asian/Pacific Islander	1	0	0	0	0
Black	0	1	0	1	0
Hispanic	4	0	0	0	0
Women	8	0	0	0	0

RSCCD Affirmative Action Goals and Timetables (Cont.)

	Number of Employees in this Job Category (1989-90)	Number of persons underrepresented for 1989-90 for this job category	1989-90 Goals for this category	1990-91 Goals for this category	1991-92 goals for this job category
Technical/Paraprofessional					
Alskn Ntv/American Indian	0	0	0	0	0
Asian/Pacific Islander	3	0	0	0	0
Black	5	0	0	0	0
Hispanic	5	0	0	0	0
Women	16	0	0	0	0
Secretarial/Clerical					
Alskn Ntv/American Indian	1	0	0	0	0
Asian/Pacific Islander	18	0	0	0	0
Black	9	0	0	0	0
Hispanic	49	0	0	0	0
Women	186	0	0	0	0
Skilled Crafts					
Alskn Ntv/American Indian	0	0	0	0	0
Asian/Pacific Islander	0	0	0	0	0
Black	1	0	0	0	0
Hispanic	2	0	0	0	0
Women	0	2	0	0	1
Service/Maintenance					
Alskn Ntv/American Indian	0	1	0	1	0
Asian/Pacific Islander	5	0	0	0	0
Black	3	0	0	0	0
Hispanic	23	0	0	0	0
Women	10	7	1	3	3

Source: Personnel Services

Interview with Affirmative Action & Title IX Officer

Ed Hernandez

- Affirmative action policy addresses hiring, and Title IX addresses gender equity. (Responsibilities of the Affirmative Action Officer and Title IX Officer are listed in RSC's Affirmative Action Plan.)
- An all-day Saturday workshop for the Board of Trustees was held earlier this year to inform them of diversity issues for RSC's service area. The Board and the Chancellor have a commitment to affirmative action hiring. This has become apparent with the progress being made in the most recent faculty hires.
- Although progress has been made in increasing the diversity of new hires, there remains some residual resistance on the part of staff. The Affirmative Action Committee does have strong classified staff support.
- A statement indicating a "preference for bilingualism" has been added to job announcements, a policy representing Affirmative Action progress.
- The Affirmative Action Officer receives five to ten complaints a year from faculty and staff about "the way they have been treated by an administrator". These complaints really should be addressed to the Personnel Office.
- In regard to Title IX, gender parity for our athletics programs has been an ongoing issue of concern to some in the Academic Senate.
- In regard to sexual harassment complaints, very few have been made by staff. An official college policy about sexual harassment is included in RSC's Affirmative Action plan and will be approved by the Board of Trustees.
- Overall, students do feel welcome here, and our special programs and caring staff are responsible for this. There are, however, some perceived problems among faculty and staff regarding equity issues.

Interview with Director of Personnel

Liz Harris

- Every employee screening committee is oriented with information about RSC's affirmative action goals. The state's goal is that 30% of new hires be diverse. We have met and surpassed our goals. (Although there has been no staff hiring due to budget constraints, faculty have been hired.)
- The Personnel Department has been very aggressive in its efforts to create diverse pools of candidates.
- There is still a little resistance from some faculty and staff to affirmative action hiring.
- There are very, very few incidences of sexual harassment or problems associated with ethnicity among staff. A slight increase in sexual harassment complaints was noted after the Clarence Thomas hearings, however.

RSCCD Recruitment Procedures

The primary goal of Personnel Services during the recruitment phase of the employment process is to obtain a qualified and diverse applicant pool. In order to be successful in meeting this important goal, RSCCD recognizes the need to explore all possible options for attracting top quality candidates. We are committed to providing equal opportunity in employment for all applicants without discrimination based on race, sex, color, religion, age, national origin, disability, marital status, Vietnam-era veteran status or sexual orientation. In support of the Rancho Santiago Community College District's Staff Diversity and Affirmative Action Plan, a well-defined recruitment plan has been established to ensure the recruitment process is in accordance with the principles of equal opportunity and staff diversity. It will be the responsibility of Personnel Services to look at the widest possible range of recruiting sources. The Recruitment Plan serves as a guideline, offering different avenues of reaching the widest range of applicants for every opening within time and resource constraints.

In order to facilitate recruitment and hiring of faculty representative of RSC students, in Spring 1993 it was decided to add to the job announcements advertising faculty openings the statement, "Bilingual ability in Spanish, Vietnamese, or other Asian languages."

In additional to *The Los Angeles Times* and *Orange County Register*, the following newspapers are used as appropriate:

- Black - *Los Angeles Sentinel, Black Issues in Higher Education*
- Hispanic - *La Opinion* and/or *La Guia T.V. En Espanol, Hispanic Hotline, Vista, The Hispanic Outlook in Higher Education*
- Native American - *American Indian Times* and/or *Talking Leaf*
- Chinese - *Chinese Daily News*
- Japanese - *Rafu Shimpo, Kashu* or *Pacific Citizen*
- Korean - *Korean Street Journal, Korean Times*
- Filipino - *The Philippine News*
- Vietnamese - *Saigon Nho*
- *Asian Week*
- *Chronicle of Higher Education*

Source: Personnel Services

RSCCD New Hire Data

January - December 1992

	Asian	Black	Filipino	Hispanic	Native American	White	Other	Male	Female	Total
Administrative/Organizational										
Administration	-	-	-	-	-	-	-	-	-	-
Classified	-	-	-	-	-	3	-	-	3	3
Faculty	-	-	-	-	-	-	-	-	-	-
Applied Arts/Science Division										
Administration	-	-	-	-	-	1	-	1	-	1
Classified	-	-	-	-	-	-	-	-	-	-
Faculty	-	-	-	2	-	1	-	-	3	3
Business Division										
Administration	-	-	-	-	-	-	-	-	-	-
Classified	-	-	-	-	-	2	-	-	2	2
Faculty	-	-	-	-	-	-	-	-	-	-
Business Operation/Fiscal Services										
Administration	-	-	-	-	-	-	-	-	-	-
Classified	-	-	-	1	-	6	1	4	4	8
Faculty	-	-	-	-	-	-	-	-	-	-
Continuing Education										
Administration	-	-	-	-	-	-	-	-	-	-
Classified	-	-	-	-	-	2	-	-	2	2
Faculty	-	1	-	-	-	1	-	-	2	2
Fine & Performing Arts Division										
Administration	-	-	-	-	-	-	-	-	-	-
Classified	-	-	-	-	-	1	-	-	1	1
Faculty	-	-	-	-	-	-	-	-	-	-
Humanities/Social Science Division										
Administration	-	-	-	-	-	-	-	-	-	-
Classified	-	-	-	-	-	1	-	-	1	1
Faculty	-	-	-	-	-	-	-	-	-	-

	Asian	Black	Filipino	Hispanic	Native American	White	Other	Male	Female	Total
Learning Resources										
Administration	-	-	-	-	-	-	-	-	-	-
Classified	-	-	-	-	-	-	-	-	-	-
Faculty	-	-	-	1	1	-	-	1	1	2
Orange Campus										
Administration	-	-	-	-	-	-	-	-	-	-
Classified	1	-	1	-	-	1	-	3	-	3
Faculty	-	-	-	-	-	-	-	-	-	-
Orange Adult Learning Center										
Administration	-	-	-	-	-	-	-	-	-	-
Classified	-	-	-	1	-	1	-	-	2	2
Faculty	-	-	-	-	-	-	-	-	-	-
Science/Math Division										
Administration	-	-	-	-	-	-	-	-	-	-
Classified	-	-	-	-	-	-	-	-	-	-
Faculty	-	-	-	-	-	1	-	1	-	1
Student Services										
Administration	-	-	-	-	-	-	-	-	-	-
Classified	2	-	2	2	-	5	-	1	10	11
Faculty	-	1	-	-	-	1	-	-	2	2
Technology Division										
Administration	-	-	-	-	-	-	-	-	-	-
Classified	-	-	-	-	1	-	-	-	1	1
Faculty	-	-	-	-	-	-	-	-	-	-
TOTAL	3	2	3	7	2	27	1	11	34	45

Source: Personnel Services

Staff's comments on the issue of equity at RSC...

(Staff Equity Questionnaire)

1. The administration spends too much money on issues such as this. Get back to the basics and put all students first. Do not discriminate, e.g., give one group preference, for any reason!!!

2. I think that there is good equity among students and classified staff, and perhaps among faculty. At the administrative level, ethnic minorities are underrepresented. I sense a generally good atmosphere among different ethnic groups at RSC.

3. Some are more equal than others.

4. I think RSC is adequately aware of diversity issues; however, I am of the opinion that "the more we divide into special groups, the more divided we are". Aren't we missing the point of encouraging action & reaction which is not based in any way on color, gender, age, disability, etc.?

5. It is a sad day for us when people are hired based on their ethnicity or color. I'm all for equal opportunity but this college's hiring practices are neither color blind nor ethnic blind. It is reverse discrimination when a white person who is best qualified for a position is turned down based on the need to fill a quota.

6. ♦ Great disparity with regards to the hiring of ethnic faculty, this community needs these models.
   ♦ We are not responsive to this community in maintaining a "welcome" mat for them-in view of the fact that the BOGG may not be accepted and because non-residents will have to pay prohibitive fees- this institution will be viewed as "foreign" in a minority territory.
   ♦ We need to work out a new way to extend education to those High School graduates, at least (what a waste), who cannot afford us.

7. Much reverse discrimination goes on here, if you are not a minority (ethnic) you are not considered in the same light.

8. Faculty is too controlling, they do not respect other employee groups.

9. There is still not equity in opportunities in this atmosphere of paranoia. Not enough ethnics, women are being recognized. Asians are the least represented. Audrey Noji is one exception.

10. In general, RSC staff are responsive to needs, respectful, cooperative, and professional. They are to be applauded for their efforts- both to inform and to perform.

11. The deteriorated condition with the change in chancellors and with her reorganization plan have failed to create a positive equity environment for minorities, especially Chicanos. The white dominated Faculty Senate who dominate the Chancellor have taken us off course in the equity issue. Sorry, I feel we have digressed.

Staff's comments on the issue of equity at RSC...

12. In all, RSC is better than most places in respect to awareness and sensitivity to equity. It still has a long way to go before it can put itself on the block for a job well done but it has made some good progress over the last several years. So long as it keeps making progress and keeps being aware of the community it serves, it will do well on the equity issue.

13. White males & males overall still dominate the higher paying positions. Women are passed over for promotional opportunities & males are hired into the positions from outside. This seems especially true in technical areas since this is considered a man's job.

14. Instead of taking a step forward we have taken a step backward. We need to increase multicultural awareness and sensitivity on campus. When the limited activities (workshops, forums) do take place on diversity issues, the people in attendance are always the same. Are we preaching to the choir? Those limited individuals - administrators, faculty, staff - that do work on addressing the needs of diverse student issues are constantly scrutinized.

15. Please be aware that in your survey even though you do mention gays and lesbians once page 3 question 20, you fail to include them in the rest of the survey. This is one of the problems we face, we are here, we exist. We are students, staff, faculty, and administrators. We are discriminated against every day on campus, but according to this survey it's not as important as race or gender. Please consider it is.

16. We have a much more conscious effort to make to keep things equal within the district although something will only change with generations and children who have been taught to be open minded and fair going into the work force. Some "old dogs" refuse to learn new/better ways. This survey should be directed at one campus because each campus has an entirely different climate. I've had the fortunate experience of working at four campus (one only p/t) and have difficulty answering your questions.

17. Due to the extremes in management reviews I think it is difficult to express the views of equity @ RSC as a whole. Some are so pro that they almost move over many others in their quest for "equity".

18. Questions 29&30 asked about administrators only. There should have been questions about faculty and staff. Among faculty, there seems to be more priority placed on serving traditional, well-prepared students. This undermines importance of equity on campus.

19. It's who you know that counts.

20. Survey too long!

21. A lot depends on the particular individual, I think you should ask for a rating of this survey.

Staff's comments on the issue of equity at RSC...

22. 1) equity involves social economic level not just race-therefore your questions were impossible to answer. 2) never group together faculty and classified staff (i.e.question #24 & 25). I believe each group's interaction with students is unique because of the level of service and variety of contact.

23. It would appear that equity is customarily @ a high level on this campus. When just supposed w/issues of budget/personnel cutbacks it suffers dramatically-staff and the students represented by programs which have been identified for reductions in funding seem to quickly develop prejudices against other programs and specific student groups (racial, ethnic or other) which have not been compromised. Otherwise, a general homogeneity would appear prevail in spite of the few bad apples who definitely represent the minority opinion.

24. With few exceptions I have personally not witnessed discrimination at CEC campus. Students and staff are treated well, fairly, and are encouraged to grow and succeed. My own supervisor is the exception.

25. Part-time staff is not treated equally with the full time staff. Handicap people are not treated equally with the non-handicapped people. Full-time staff gets all the group, part-time staff gets all the work and no group.

26. Disabled students (both physically and learning disabled) still suffer a great deal of subtle discrimination from faculty. Also, as a part-time staff member, I suffer from discrimination because I'm not considered as important. I can deal w/that, but I sure would like to see disabled students treated better.

27. Whites are now the minority at RSC.

28. This survey was biased against men.

29. The issue of equity has become very political and, as a result students of all ethnicities, races and gender will and do suffer.

30. RSC (and the world) will never have perfect harmony, but I think we are doing a very reasonable job of moving ahead with equity issues.

31. Sometimes too much time is paid to make people different rather than working to make people see how much we are alike.

32. There are some old guard faculty who resist change related to the needs of diverse students. There is lack of knowledge and/or disagreement about diversity-related needs. The administration is committed to this, and our college is advanced in this regard.

33. I do not see diversity as a problem on this campus. I do however feel that faculty needs to be more aware of the different ethnic groups they serve, and more respectful of staff in general.

Staff's comments on the issue of equity at RSC...

34. It should remain as a high priority especially in light of our economic constraints.

35. This questionnaire is too long. I think a laissez faire attitude is best...The campus will achieve a racial, gender, and disability equilibrium level on its own. Too much time is spent (and $ too) on trying to "level" the playing field...To the point that the "minorities"gain a majority voice by screaming and yelling for equality. Equality is spoken about, but feared! e.g. a men's club on campus would be scoffed/sneered at, if it was allowed at all...

36. EQUITY: FREEDOM FROM BIAS OR FAVORITISM
Unfortunately, RSC has a long way to go before reaching this point. And although the college has taken some positive steps in this direction, I believe it can and needs to do much more. Our faculty and administrative body does not reflect the cultural diversity of this community, nor does it meet all of its needs. We as a college need....
    1. A more culturally diverse faculty in all departments.
    2. Administrators that better reflect the community ethnicity.
    3. To cater to the needs of all students, especially those of minority groups by: Strongly recruiting students from underrepresented groups and helping to keep them in college (AA programs-transfer etc.).
    Offering more courses in Ethnic/Black/Chicano/women studies etc.
    4. Finally RSC must fulfill the needs of this community, the community of Santa Ana, not the city of Orange (i.e.Orange Campus). After all, the college is and has been centered in the city of Santa Ana and must therefore meet its needs first. All others last.

37. Things are tense because this racial diversity is always shoved down our throats. Special treatment is given to some ethnic groups usually Latinos.

38. I think the word "ethnic"should be taken out of our vocabulary. Heritage, culture or nationality should be used. Our registration forms for example want to know "ethnic" information but a black student from Africa is very different than one of American background. This also applies to "white" vs. European. This is just as much discrimination as anything else.

39. Here at the adult learning center in Orange, I believe we do an excellent job and enjoy a very wide diversity in students and staff. I don't believe ethnic requirement should be placed in anything, due to the very fact this goes against what a college stands for."Freedom to do what you want!".

40. More activities involving other students of diverse backgrounds other than Hispanic, Black and Gay. Our campus is so diverse, we should take advantage of these worldwide cultures-not just focus in on a few.

41. I think this questionnaire had too many "loaded"questions, words used in some could have been more neutral and reflected the differences in the response choices.

Staff's comments on the issue of equity at RSC...

42. I have more experience at RSC as a student rather than an employee, but my initial impression of equity and opportunity has been positive. I believe everyone should have equal opportunity and that one group should never be elevated at the expense of another group. This breeds prejudice and discontent. The school should be sensitive to this in designing their policies-its a very delicate, volatile issue.

43. This is a poorly timed survey for cultural diversity, when people are in fear of getting lay-off and knowing that when things do get better they will not be rehired because they are not the right color or gender.

44. I don't think we have much of an equity problem at RSC. I do think the best persons should be hired with no regard to gender/ethnicity.

Faculty's comments on the issue of equity at RSC...
(Faculty Equity Questionnaire)

1. Cultural and ethnic differences has been an integral part of this campus for more than half of the school's existence. My experiences as a student and faculty has always been positive in areas of gender, culture, and ethnic encounters. But probably all is not the same for others.

2. It appears to me that there have been a few hiring not based on the most qualified individual, regardless of gender or ethnicity, but to fill an ethnic "quota." I do not believe quotas are the best way to hire the most qualified staff.

3. **Define equity!**

4. In regards to faculty it is more important to hire the best teachers than one that may not be the best but is of color or gender. If the best aren't teaching what are the students learning?

5. Overall RSC is trying to be fair on the equity issue.

6. Question #3, students are concerned with getting themselves through school and give little thought about others getting through school.

7. We have hardly any female students in our program, we always try to recruit female students whenever possible. As far as ethnic minority students we have a large member of Asian and Hispanic students.

8. There are no visible African-American administrators in this institution. Effort's should be made to hire from within or recruit qualified individuals to serve in various administrative positions.

9. I think this survey should have been directed to credit and non-credit separately. Non-credit certainly does not have a problem with affirmative action nor do we have problems with our students. Almost 100% of our students are ethnic minorities. Our problem quite often is intolerance.

10. The time and money spent on surveys might be better directed at services for our students.

11. I am concerned that some of our female faculty leaders are promoting anti-maleness on campus, promoting female leadership because of gender, not ability. As a woman, I feel this discrimination against males by women is no less tragic than other forms. The problem swings too far pro-woman sometimes.

12. I am satisfied with my dean and colleagues! I love working here and believe we are helping all students.

Faculty's comments on the issue of equity at RSC...

13. Part of the problem that causes biases is allowing RSC to broadcast racial, ethnic and greater differences. As an example,during one of the chancellor's welcome back meetings held in August, there was a great deal.

14. Promote more inter-cultural activities, increase availability of multicultural studies and religious studies in general education requirements-why religion?? Because of continuing moral decay in education-with no options for improvement.

15. This is a ridiculous survey.

16. A waste of time to do this. We should worry about student success-excellence in education. Too many people seem worried about lawsuits from minority faculty and, therefore, don't require the same workload from them. In other words there is sometimes reverse discrimination.

17. The quality of a teacher/administration/support person is very important. When interviewing, I have seen a real scarcity of excellent minority candidates. The best answer is continued mentoring and financial support of top minority students.

18. Problematic are attitudes older white male faculty who seem to feel threatened by female and non-white faculty and administrators.

19. In my area I have always had minority students (mostly Asian). Hispanics have increased numbers lately. Women are unfortunately severely underrepresented in my classes. Nevertheless, we have, and have had, female faculty members.

20. This survey is much too long. Because of this your response rate is lessened.

21. Some males on campus have made disparaging comments regarding women and ethnic origin not matching their own. I spend more time in my department so I notice it more there but have seen and heard the same outside the department or been told by other women that they have experienced discrimination. It's usually in one-on-one interactions, not openly in groups or committees, and it's almost always white men, many of whom would describe themselves as sensitive.

22. The equity door has been open for a long time at this campus. To force this issue any further will bring resentment.

23. Racism, especially Anglo prejudice against Hispanics, continues to be a serious problem at RSC. The dominant culture of the institution is to hope "Mexicans" go away.

24. We have a lot of work to do in the issue of diversity.

A

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Equity Study Questionnaire Response Distributions
Faculty Questionnaire
Responses by Gender

	By Gender									Average		
	Frequently			Occasionally/Seldom			Never					
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
I am treated rudely at RSC by: faculty, staff or administrators of my sex. (item9d)												
Santa Ana Campus	0	100	4	13	15	14	88	79	83	2.9	2.7	2.8
Orange Campus	-	-	-	20	20	20	80	80	80	2.7	2.8	2.8
Centennial Education Center	-	-	-	0	44	33	100	60	67	3.0	2.6	2.7
Adult Learning Center	-	-	-	-	-	-	-	100	100	-	3.0	3.0
TOTAL	0	4	33	13	18	16	87	78	81	2.8	2.7	2.8
I am treated rudely at RSC by: faculty, staff or administrators of the opposite sex. (item9e)												
Santa Ana Campus	0	3	2	17	21	10	83	76	79	2.8	2.7	2.8
Orange Campus	0	20	10	20	20	20	80	60	70	2.7	2.4	2.6
Centennial Education Center	-	-	-	0	44	33	100	60	67	3.0	2.6	2.7
Adult Learning Center	-	-	-	-	-	-	-	100	100	-	3.0	3.0
TOTAL	0	4	3	17	22	20	83	73	77	2.8	2.7	2.7
I am treated rudely at RSC by: both male and female faculty, staff, or administrators. (item9f)												
Santa Ana Campus	-	-	-	25	22	23	75	78	77	2.8	2.8	2.8
Orange Campus	-	-	-	20	40	30	80	60	70	2.7	2.6	2.7
Centennial Education Center	-	-	-	0	60	50	100	40	50	3.0	2.4	2.5
Adult Learning Center	-	-	-	-	-	-	-	100	100	-	3.0	3.0
TOTAL	-	-	-	23	27	26	77	73	74	2.8	2.7	2.7
I collaborate professionally with faculty and/or staff of: my gender. (item10c)												
Santa Ana Campus	67	91	81	21	9	14	13	0	5	1.5	1.1	1.2
Orange Campus	83	100	91	17	0	91	-	-	-	1.1	1.0	1.1
Centennial Education Center	100	80	83	0	20	17	-	-	-	1.0	1.2	1.2
Adult Learning Center	-	100	100	-	-	-	-	-	-	-	1.0	1.0
TOTAL	71	91	83	19	9	13	10	0	4	1.4	1.1	1.2

	By Gender											
	Frequently			Occasionally/Seldom			Never			Average		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
I collaborate professionally with faculty and/or staff of: the opposite gender. (item10d)												
Santa Ana Campus	58	85	74	29	15	21	13	0	5	1.5	1.2	1.3
Orange Campus	67	80	73	33	20	27	-	-	-	1.3	1.2	1.2
Centennial Education Center	100	80	83	0	20	17	-	-	-	1.0	1.2	1.2
Adult Learning Center	-	100	100	-	-	-	-	-	-	-	1.0	1.0
TOTAL	61	84	75	29	16	21	10	0	4	1.5	1.2	1.3
I interact socially with faculty and/or staff of: my gender. (item11c)												
Santa Ana Campus	55	41	46	36	59	50	9	0	4	1.5	1.6	1.6
Orange Campus	33	100	64	33	0	18	-	-	-	1.8	1.0	1.5
Centennial Education Center	100	40	50	0	60	50	33	0	18	1.0	1.6	1.5
Adult Learning Center	-	100	100	-	-	-	-	-	-	-	1.0	1.0
TOTAL	52	50	51	35	50	44	14	0	6	1.6	1.5	1.5
I interact socially with faculty and/or staff of: the opposite gender. (item11d)												
Santa Ana Campus	46	38	41	46	59	54	9	3	6	1.7	1.7	1.7
Orange Campus	17	60	36	50	40	46	33	0	18	1.9	1.4	1.7
Centennial Education Center	100	40	50	0	60	50	-	-	-	1.0	1.6	1.5
Adult Learning Center	-	-	-	-	100	100	-	-	-	1.6	2.0	2.0
TOTAL	41	39	40	45	59	53	14	2	7	1.7	1.7	1.7
Faculty and staff on this campus generally act as though they are: willing, when appropriate, to incorporate racial, ethnic, and gender perspectives into their courses. (under "ethnic" also) (item12d)												
Santa Ana Campus	47	52	50	53	45	48	0	3	2	1.5	1.5	1.5
Orange Campus	75	60	67	25	40	33	-	-	-	1.5	1.4	1.5
Centennial Education Center	0	60	50	100	40	50	-	-	-	2.0	1.4	1.5
Adult Learning Center	-	100	100	-	-	-	-	-	-	-	1.0	1.0
TOTAL	50	55	53	50	43	45	0	3	2	1.5	1.5	1.5

	By Gender									Average		
	Frequently			Occasionally/Seldom			Never					
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
I have seen or heard about campus events where: women in general are portrayed negatively. (item15b)												
Santa Ana Campus	-	-	-	10	20	16	91	80	84	2.9	2.8	2.8
Orange Campus	-	-	-	0	20	9	100	80	91	2.6	2.8	2.7
Centennial Education Center	-	-	-	0	60	50	100	40	50	3.0	2.4	2.5
Adult Learning Center	-	-	-	-	50	50	-	50	50	-	2.5	2.5
TOTAL	-	-	-	7	26	19	93	74	81	2.8	2.7	2.8
I have seen or heard about campus events where: men in general are portrayed negatively. (item15c)												
Santa Ana Campus	0	3	2	10	7	8	91	90	90	2.9	2.9	2.9
Orange Campus	-	-	-	17	0	9	83	100	91	2.8	3.0	2.9
Centennial Education Center	-	-	-	100	60	67	0	40	33	2.0	2.4	2.3
Adult Learning Center	-	-	-	-	-	-	-	100	100	-	3.0	3.0
TOTAL	0	2	1	14	12	13	86	86	86	2.8	2.8	2.8
I have seen or heard about sexist behavior initiated by: female support personnel. (item17a)												
Santa Ana Campus	-	-	-	14	17	15	86	83	85	2.9	2.8	2.8
Orange Campus	0	20	9	33	0	18	67	80	73	2.4	2.6	2.5
Centennial Education Center	-	-	-	100	75	80	0	25	20	2.0	2.3	2.2
Adult Learning Center	-	-	-	-	-	-	-	100	100	-	3.0	3.0
TOTAL	0	3	1	21	20	20	79	78	78	2.7	2.8	2.7
I have seen or heard about sexist behavior initiated by: male support personnel. (item17b)												
Santa Ana Campus	0	7	4	23	30	27	77	63	69	2.8	2.6	2.7
Orange Campus	-	-	-	17	20	18	83	80	82	2.5	2.8	2.6
Centennial Education Center	-	-	-	100	75	80	0	25	20	2.0	2.3	2.2
Adult Learning Center	-	-	-	-	-	-	-	100	100	-	3.0	3.0
TOTAL	0	5	3	24	33	29	76	63	68	2.7	2.6	2.6

	By Gender									Average		
	Frequently			Occasionally/Seldom			Never					
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
I have seen or heard about sexist behavior initiated by: female faculty. (item17c)												
Santa Ana Campus	-	-	-	18	29	25	82	71	76	2.8	2.7	2.8
Orange Campus	0	20	9	-	-	-	100	80	91	2.8	2.6	2.7
Centennial Education Center	-	-	-	100	75	80	0	25	20	2.0	2.3	2.2
Adult Learning Center	-	-	-	-	50	50	-	50	50	-	2.5	2.5
TOTAL	0	2	1	17	31	25	83	67	73	2.8	2.7	2.7
I have seen or heard about sexist behavior initiated by: male faculty. (item17d)												
Santa Ana Campus	0	10	6	32	52	43	68	39	51	2.7	2.3	2.4
Orange Campus	0	20	9	17	0	9	83	80	82	2.4	2.6	2.5
Centennial Education Center	-	-	-	100	75	80	0	25	20	2.0	2.3	2.2
Adult Learning Center	-	-	-	-	50	50	-	50	50	-	2.5	2.5
TOTAL	0	10	6	31	48	41	69	43	54	2.6	2.3	2.4
I have seen or heard about sexist behavior initiated by: female students. (item17e)												
Santa Ana Campus	-	-	-	14	20	17	86	80	83	2.9	2.8	2.8
Orange Campus	0	20	9	-	-	-	100	80	91	2.9	2.6	2.8
Centennial Education Center	-	-	-	0	75	60	100	25	40	3.0	2.3	2.4
Adult Learning Center	-	-	-	-	50	50	-	50	50	-	2.5	2.5
TOTAL	0	2	1	10	24	19	90	73	80	2.9	2.7	2.8
I have seen or heard about sexist behavior initiated by: male students. (item17f)												
Santa Ana Campus	0	7	4	41	40	40	59	53	56	2.6	2.5	2.5
Orange Campus	-	-	-	0	20	9	100	80	91	2.6	2.8	2.7
Centennial Education Center	-	-	-	0	75	60	100	25	40	3.0	2.3	2.4
Adult Learning Center	-	50	50	-	-	-	-	50	50	-	2.0	2.0
TOTAL	0	7	4	31	39	36	69	54	60	2.6	2.5	2.5

	By Gender									Average		
	Frequently			Occasionally/Seldom			Never					
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
I have seen on this campus: negative graffiti about women. (item18d)												
Santa Ana Campus	11	7	9	37	14	23	53	79	68	2.4	2.7	2.6
Orange Campus	-	-	-	0	20	10	100	80	90	2.9	2.8	2.8
Centennial Education Center	-	-	-	0	40	33	100	60	67	3.0	2.6	2.7
Adult Learning Center	-	-	-	-	50	50	-	50	50	-	2.5	2.5
TOTAL	8	5	6	28	20	23	64	75	71	2.6	2.7	2.6
I see materials in campus media that increase my understanding of individuals based on: their sex. (item19b)												
Santa Ana Campus	25	39	34	63	46	52	13	14	14	1.9	1.7	1.8
Orange Campus	20	40	30	80	60	70	-	-	-	1.9	1.6	1.8
Centennial Education Center	0	50	40	100	50	60	-	-	-	2.0	1.5	1.6
Adult Learning Center	-	-	-	-	-	-	-	100	100	-	3.0	3.0
TOTAL	23	40	33	68	47	55	9	13	12	1.9	1.7	1.8
I see materials in campus media in which individuals are stereotyped based on: their sex. (item20b)												
Santa Ana Campus	0	4	2	24	19	21	77	77	77	2.8	2.7	2.8
Orange Campus	-	-	-	33	20	27	67	80	73	2.4	2.8	2.5
Centennial Education Center	-	-	-	0	50	40	100	50	60	3.0	2.5	2.6
Adult Learning Center	-	-	-	-	-	-	-	100	100	-	3.0	3.0
TOTAL	0	3	2	25	22	23	75	76	75	2.7	2.7	2.7
Administrators on this campus act as though they are: supportive of women students. (item21a)												
Santa Ana Campus	86	81	83	14	19	17	-	-	-	1.1	1.1	1.2
Orange Campus	100	80	91	0	20	9	-	-	-	1.3	1.2	1.2
Centennial Education Center	100	60	67	0	40	30	-	-	-	1.0	1.4	1.3
Adult Learning Center	-	100	100	-	-	-	-	-	-	-	1.0	1.0
[illegible]TAL	89	80	83	11	21	17	-	-	-	1.2	1.2	1.2

	By Gender									Average		
	Frequently			Occasionally/Seldom			Never					
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Administrators on this campus act as though they are: willing to mentor women faculty. (item21h)												
Santa Ana Campus	47	62	56	47	33	39	7	5	6	1.6	1.4	1.5
Orange Campus	100	60	80	0	40	20	-	-	-	1.3	1.4	1.3
Centennial Education Center	0	60	50	100	20	33	0	20	17	2.0	1.6	1.7
Adult Learning Center	-	50	50	-	50	50	-	-	-	-	1.5	1.5
TOTAL	57	61	59	38	33	35	5	6	6	1.5	1.5	1.5
Administrators on this campus act as though they are: supportive of women faculty. (item21l)												
Santa Ana Campus	75	69	71	25	31	29	-	-	-	1.3	1.3	1.3
Orange Campus	100	80	91	-	-	-	0	20	0	1.3	1.4	1.3
Centennial Education Center	100	40	50	0	40	33	0	20	17	1.0	1.8	1.7
Adult Learning Center	-	100	100	-	-	-	-	-	-	-	1.0	1.0
TOTAL	82	68	73	19	27	24	0	5	3	1.2	1.4	1.3
Administrators on this campus act as though they are: obstructive to the extent permitted by the law. (under "ethnic" and "years of service" also) (item21n)												
Santa Ana Campus	25	13	18	19	17	18	56	71	65	2.3	2.5	2.4
Orange Campus	20	40	330	0	20	10	80	40	60	2.1	2.0	2.1
Centennial Education Center	-	-	-	100	50	60	0	50	40	2.0	2.5	2.4
Adult Learning Center	-	-	-	-	-	-	-	100	100	-	3.0	3.0
TOTAL	23	14	18	18	20	19	59	66	63	2.3	2.5	2.4
Campus administrators behave as though they are responsive to the concerns of: women staff members. (item23c)												
Santa Ana Campus	75	74	75	25	26	26	-	-	-	1.3	1.3	1.3
Orange Campus	83	80	82	17	-	9	0	20	9	1.5	1.4	1.5
Centennial Education Center	-	-	-	100	50	60	0	50	40	1.0	1.6	1.5
Adult Learning Center	-	50	50	-	50	50	-	-	-	-	1.5	1.5
TOTAL	78	69	73	22	28	26	0	3	2	1.3	1.3	1.3

	By Gender											
	Frequently			Occasionally/Seldom			Never			Average		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Campus administrators behave as though they are responsive to the concerns of: men staff members. (item23d)												
Santa Ana Campus	67	82	75	33	19	25	-	-	-	1.3	1.2	1.2
Orange Campus	83	100	91	17	0	9	-	-	-	1.1	1.0	1.1
Centennial Education Center	0	40	33	100	60	67	-	-	-	2.0	1.6	1.7
Adult Learning Center	-	50	50	-	50	50	-	-	-	-	1.5	1.5
TOTAL	68	77	73	32	23	27	-	-	-	1.3	1.2	1.3
Campus activities in which I participated that have increased my sensitivity to women's issues are: informal discussions with others on campus. (item24a)												
Santa Ana Campus	24	41	34	57	55	56	19	3	10	2.0	1.7	1.8
Orange Campus	20	80	50	60	0	30	20	20	20	1.9	1.4	1.7
Centennial Education Center	0	40	30	100	40	50	0	20	17	2.0	1.8	1.8
Adult Learning Center	-	100	100	-	-	-	-	-	-	-	1.0	1.0
TOTAL	22	48	37	59	45	51	19	8	12	1.9	1.6	1.8
Campus activities in which I participated that have increased my sensitivity to women's issues are: staff development and flex activities. (item24b)												
Santa Ana Campus	5	31	20	40	38	39	55	31	41	2.5	2.0	2.2
Orange Campus	20	60	40	60	40	50	20	0	10	1.9	1.4	1.7
Centennial Education Center	0	40	33	100	40	50	0	20	17	2.0	1.8	1.8
Adult Learning Center	-	-	-	-	100	100	-	-	-	-	2.0	2.0
TOTAL	8	35	24	46	40	42	46	25	33	2.3	1.9	2.1

	By Gender									Average		
	Frequently			Occasionally/Seldom			Never					
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Campus activities in which I participated that have increased my sensitivity to women's issues are: conferences and workshops. (item24c)												
Santa Ana Campus	15	43	31	30	36	33	55	21	35	2.4	1.8	2.0
Orange Campus	25	80	56	75	0	33	0	20	11	1.7	1.4	1.5
Centennial Education Center	0	20	17	100	40	50	0	40	33	2.0	2.2	2.2
Adult Learning Center	-	-	-	-	100	100	-	-	-	-	2.0	2.0
TOTAL	16	44	33	40	33	36	44	23	31	2.2	1.8	2.0
Campus activities in which I participated that have increased my sensitivity to women's issues are: committee assignments and/or department/division meetings. (item24d)												
Santa Ana Campus	19	38	30	48	28	36	33	35	34	2.1	2.0	2.1
Orange Campus	25	60	44	50	20	33	25	20	22	1.8	1.6	1.7
Centennial Education Center	0	50	40	0	25	20	100	25	40	3.0	1.8	2.0
Adult Learning Center	-	100	100	-	-	-	-	-	-	-	1.0	1.0
TOTAL	19	44	34	46	26	34	35	31	32	2.1	1.9	2.0
Campus activities in which I participated that have increased my sensitivity to women's issues are: reading books. (item24e)												
Santa Ana Campus	23	40	33	32	50	42	46	10	25	2.2	1.7	1.9
Orange Campus	50	80	67	25	20	22	25	0	11	1.7	1.2	1.5
Centennial Education Center	0	40	33	100	40	50	0	20	17	2.0	1.8	1.8
Adult Learning Center	-	100	100	-	-	-	-	-	-	-	1.0	1.0
TOTAL	26	46	38	33	44	400	41	10	22	2.1	1.6	1.8

	By Gender											
	Frequently			Occasionally/Seldom			Never			Average		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total.
Campus activities in which I participated that have increased my sensitivity to women's issues are: special events (cultural celebrations, etc.) (item24f)												
Santa Ana Campus	19	41	32	48	41	44	33	17	24	2.1	1.8	1.9
Orange Campus	20	80	50	40	20	30	40	0	20	2.0	1.2	1.7
Centennial Education Center	0	20	17	100	60	67	0	20	17	2.0	2.0	2.0
Adult Learning Center	-	-	-	-	100	100	-	-	-	-	2.0	2.0
TOTAL	19	43	33	48	43	45	33	15	22	2.1	1.7	1.9
Campus activities in which I participated that have increased my sensitivity to women's issues are: concerts and exhibits. (item24g)												
Santa Ana Campus	14	27	22	43	57	51	43	17	28	2.3	1.9	2.1
Orange Campus	25	60	44	25	20	22	50	20	33	2.0	1.6	1.8
Centennial Education Center	0	20	17	100	60	67	0	20	17	2.0	2.0	2.0
Adult Learning Center	-	-	-	-	100	100	-	-	-	-	2.0	2.0
TOTAL	15	29	24	42	54	49	42	17	27	2.2	1.9	2.0
Campus activities in which I participated that have increased my sensitivity to women's issues are: athletic events. (item24h)												
Santa Ana Campus	11	0	4	32	30	30	58	70	65	2.5	2.7	2.6
Orange Campus	33	25	29	0	25	14	67	50	57	2.4	2.3	2.3
Centennial Education Center	-	-	-	0	80	67	100	20	33	3.0	2.2	2.3
Adult Learning Center	-	-	-	-	-	-	-	100	100	-	3.0	3.0
TOTAL	13	3	7	26	35	32	61	62	62	2.5	2.6	2.6

	By Gender									Average		
	Frequently			Occasionally/Seldom			Never					
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Campus activities in which I participated that ave increased my sensitivity to women's issues re: other. (item24i)												
Santa Ana Campus	14	25	18	29	0	18	57	75	64	2.4	2.5	2.5
Orange Campus	100	100	100	-	-	-	-	-	-	1.5	1.0	1.3
Centennial Education Center	-	-	-	-	50	50	-	50	50	-	2.5	2.5
Adult Learning Center	-	-	-	-	-	-	-	-	-	-	-	-
TOTAL	25	29	27	25	14	20	50	57	53	2.2	2.3	2.3
Faculty here generally incorporate into their course curricula: material acknowledging women's societal contributions. (item27a)												
Santa Ana Campus	31	32	31	69	55	60	0	14	9	1.7	1.8	1.8
Orange Campus	67	67	67	33	33	33	-	-	-	1.6	1.3	1.5
Centennial Education Center	0	50	40	100	50	60	-	-	-	2.0	1.5	1.6
Adult Learning Center	-	100	100	-	-	-	-	-	-	-	1.0	1.0
TOTAL	35	40	38	65	50	55	0	10	6	1.7	1.7	1.7
My courses incorporate: material acknowledging women's contributions to the field. (item28a)												
Santa Ana Campus	44	50	48	33	39	37	22	11	15	1.8	1.6	1.7
Orange Campus	40	100	67	40	0	22	20	0	11	1.7	1.0	1.5
Centennial Education Center	0	80	67	100	20	33	-	-	-	2.0	1.2	1.3
Adult Learning Center	-	100	100	-	-	-	-	-	-	-	1.0	1.0
TOTAL	42	61	53	38	32	34	21	8	13	1.8	1.5	1.6
I mentor students who are of: my gender. (item29a)												
Santa Ana Campus	57	80	70	30	10	19	13	10	11	1.6	1.3	1.4
Orange Campus	40	80	60	40	20	30	20	0	10	1.6	1.2	1.4
Centennial Education Center	100	60	67	0	40	33	-	-	-	1.0	1.4	1.3
Adult Learning Center	-	100	100	-	-	-	-	-	-	-	1.0	1.0
TOTAL	55	79	69	31	14	21	14	7	10	1.5	1.3	1.4

	By Gender									Average		
	Frequently			Occasionally/Seldom			Never					
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
I mentor students who are of: the opposite gender. (item29b)												
Santa Ana Campus	46	62	55	41	28	33	14	10	12	1.7	1.5	1.6
Orange Campus	40	60	50	40	40	40	20	0	10	1.6	1.4	1.5
Centennial Education Center	0	60	50	100	40	50	-	-	-	2.0	1.4	1.5
Adult Learning Center	-	100	100	-	-	-	-	-	-	-	1.0	1.0
TOTAL	43	63	55	43	29	35	14	7	10	1.7	1.5	1.5
I would be interested in attending a faculty workshop(s) on issues pertaining to: women. (item30b)												
Santa Ana Campus	23	50	39	59	43	50	18	7	12	2.0	1.6	1.8
Orange Campus	25	60	44	50	40	44	25	0	11	1.8	1.4	1.6
Centennial Education Center	0	60	50	100	40	50	-	-	-	2.0	1.4	1.5
Adult Learning Center	-	50	50	-	-	-	-	50	50	-	2.0	2.0
TOTAL	22	52	41	59	41	48	19	7	12	1.9	1.6	1.7
At RSC, I have been discriminated against ecently because of my: gender. (item32b)												
Santa Ana Campus	0	3	2	0	13	8	100	83	90	3.0	2.8	2.9
Orange Campus	0	20	9	0	20	9	100	60	82	2.8	2.4	2.6
Centennial Education Center	0	30	17	0	60	50	100	20	33	3.0	2.0	2.2
Adult Learning Center	-	-	-	-	-	-	-	100	100	-	3.0	3.0
TOTAL	0	7	4	0	20	12	100	73	84	2.9	2.7	2.8
At RSC, I have been harassed recently because of my: gender. (item34b)												
Santa Ana Campus	0	3	2	0	3	2	100	94	96	3.0	2.9	2.9
Orange Campus	0	20	9	-	-	-	100	80	91	2.8	2.6	2.7
Centennial Education Center	-	-	-	0	20	17	100	80	83	3.0	2.8	2.8
Adult Learning Center	-	-	-	-	-	-	-	100	100	-	3.0	3.0
TOTAL	0	5	3	0	5	3	100	91	94	2.9	2.9	2.9

	By Gender									Average		
	Frequently			Occasionally/Seldom			Never					
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
My department is receptive to the incorporation of multiple ethnic and gender perspectives material into the curriculum. (under "ethnic" also) (item39)												
Santa Ana Campus	84	83	83	16	14	15	0	3	2	1.2	1.2	1.2
Orange Campus	33	75	57	67	25	23	-	-	-	1.4	1.3	1.3
Centennial Education Center	100	80	83	0	20	17	-	-	-	1.0	1.2	1.2
Adult Learning Center	-	100	100	-	-	-	-	-	-	-	1.0	1.0
TOTAL	78	83	81	22	15	18	0	3	2	1.2	1.2	1.2
I sense/have experienced a sincere desire among my colleagues to enhance the diversity of staff members in my department. (under "ethnic" also) (item40)												
Santa Ana Campus	46	60	54	50	30	39	5	10	8	1.6	1.5	1.5
Orange Campus	33	60	50	33	20	25	33	20	25	1.6	1.6	1.6
Centennial Education Center	100	40	50	0	60	50	-	-	-	1.0	1.6	1.5
Adult Learning Center	-	50	50	-	50	50	-	-	-	-	1.5	1.5
TOTAL	46	57	53	46	33	38	8	10	9	1.6	1.5	1.5
I support the presence of different perspectives on ethnic and gender related issues in discussions of my department colleagues. (under "ethnic" also) (item41)												
Santa Ana Campus	86	93	90	14	7	10	-	-	-	1.1	1.1	1.1
Orange Campus	50	100	70	50	0	30	-	-	-	1.4	1.0	1.3
Centennial Education Center	100	80	83	0	20	17	-	-	-	1.0	1.2	1.2
Adult Learning Center	-	100	100	-	-	-	-	-	-	-	1.0	1.0
TOTAL	79	93	87	21	7	13	-	-	-	1.2	1.1	1.1

	By Gender									Average		
	Frequently			Occasionally/Seldom			Never					
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
I have continually changed the content of my course(s) to incorporate ethnic and gender issues. (under "ethnic" also) (item42)												
Santa Ana Campus	33	77	60	53	18	32	13	5	8	1.8	1.3	1.5
Orange Campus	67	100	86	-	-	-	33	0	14	1.6	1.0	1.3
Centennial Education Center	100	44	50	0	60	50	-	-	-	1.0	1.6	1.5
Adult Learning Center	-	100	100	-	-	-	-	-	-	-	1.0	1.0
TOTAL	42	75	63	42	22	29	16	3	8	1.7	1.3	1.5

	By Gender									Average		
	Strongly Agree/Agree			Neutral			Disagree/Strongly Disagree					
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Women have equal opportunities with men for recognition, respect, and advancement in my department. (quest6)												
Santa Ana Campus	100	83	90	0	3	2	0	13	8	1.4	1.8	1.7
Orange Campus	100	80	91	-	-	-	0	20	9	2.3	2.0	2.2
Centennial Education Center	100	80	83	-	-	-	0	20	17	1.0	2.2	2.0
Adult Learning Center	-	100	100	-	-	-	-	-	-	-	1.0	1.0
TOTAL	100	83	90	0	2	1	0	14	9	1.6	1.9	1.8
RSC is committed to the curtailment of sexual harassment. (quest10)												
Santa Ana Campus	89	91	90	-	-	-	11	9	10	1.5	1.8	1.7
Orange Campus	100	100	100	-	-	-	-	-	-	2.1	1.2	1.8
Centennial Education Center	100	80	83	0	20	17	-	-	-	2.0	1.8	1.8
Adult Learning Center	-	50	50	-	50	50	-	-	-	-	2.0	2.0
TOTAL	90	85	87	10	15	13	-	-	-	1.7	1.7	1.7

	By Gender									Average		
	Strongly Agree/Agree			Neutral			Disagree/Strongly Disagree					
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
I prefer to serve students who are of my gender. (quest12f)												
Santa Ana Campus	30	41	36	57	56	56	13	4	8	2.7	2.3	2.5
Orange Campus	60	80	70	20	20	20	20	0	10	2.7	1.4	2.2
Centennial Education Center	0	20	17	100	60	67	0	20	17	3.0	3.2	3.2
Adult Learning Center	-	50	50	-	50	50	-	-	-	-	2.0	2.0
TOTAL	35	44	40	52	51	52	14	5	9	2.7	2.3	2.5
I prefer to serve students who are of the opposite gender. (quest12g)												
Santa Ana Campus	35	41	38	61	56	58	4	4	4	2.6	2.3	2.4
Orange Campus	60	80	70	40	20	30	-	-	-	2.7	1.4	2.2
Centennial Education Center	0	20	17	100	60	67	0	20	17	3.0	3.2	3.2
Adult Learning Center	-	50	50	-	50	50	-	-	-	-	2.0	2.0
TOTAL	38	44	41	59	51	54	3	5	4	2.6	2.3	2.4
The highest priorities on this campus in terms of students should be to enhance support for: recruitment of women students. (quest13c)												
Santa Ana Campus	30	29	29	39	43	41	30	29	29	3.0	3.0	3.0
Orange Campus	33	50	40	50	0	30	17	50	30	2.5	2.8	2.6
Centennial Education Center	0	20	17	100	20	33	0	60	50	3.0	3.8	3.7
Adult Learning Center	-	100	100	-	-	-	-	-	-	-	1.0	1.0
TOTAL	30	33	32	43	33	38	27	33	30	2.9	3.0	2.9
All general education courses should include topics and examples: related specifically to women. (quest14a)												
Santa Ana Campus	49	62	61	27	21	24	14	17	16	2.5	2.2	2.4
Orange Campus	17	60	36	17	0	9	67	40	55	2.9	2.4	2.7
Centennial Education Center	0	40	33	0	40	33	100	20	33	4.0	2.4	2.7
Adult Learning Center	-	50	50	-	-	-	-	50	50	-	3.0	3.0
TOTAL	48	59	54	24	20	21	28	22	24	2.6	2.3	2.5

	By Gender									Average		
	Strongly Agree/Agree			Neutral			Disagree/Strongly Disagree					
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
In general, students respect: women faculty less than men faculty. (quest15b)												
Santa Ana Campus	0	17	10	17	30	25	82	52	65	4.1	3.5	3.8
Orange Campus	-	-	-	25	0	11	75	100	89	3.0	4.2	3.6
Centennial Education Center	-	-	-	100	60	67	0	40	33	3.0	3.8	3.7
Adult Learning Center	-	-	-	-	-	-	-	100	100	-	4.0	4.0
TOTAL	0	12	7	23	29	27	77	59	66	3.8	3.7	3.7
Obstacles to achieving gender balance of the faculty here are: the scarcity of women who are interested in teaching. (quest16a)												
Santa Ana Campus	5	8	7	11	8	9	84	85	84	4.1	4.3	4.3
Orange Campus	-	-	-	67	0	25	33	100	75	4.0	4.2	4.1
Centennial Education Center	-	-	-	100	25	40	0	75	60	3.0	4.5	4.2
Adult Learning Center	-	-	-	-	-	-	-	100	100	-	4.0	4.0
TOTAL	4	6	5	22	8	14	74	86	81	4.0	4.3	4.2
Obstacles to achieving gender balance of the faculty here are: the scarcity of qualified female faculty. (quest16b)												
Santa Ana Campus	11	11	11	5	4	4	84	85	85	4.0	4.3	4.2
Orange Campus	-	-	-	50	0	14	50	100	86	4.3	4.4	4.3
Centennial Education Center	-	-	-	100	25	40	0	75	60	3.0	4.5	4.2
Adult Learning Center	-	-	-	-	-	-	-	100	100	-	5.0	5.0
TOTAL	9	8	9	14	5	9	77	87	83	4.0	4.4	4.2
Obstacles to achieving gender balance of the faculty here are: lack of campus interest in recruiting female faculty. (quest16c)												
Santa Ana Campus	0	31	19	18	8	17	82	62	70	4.1	3.3	3.6
Orange Campus	-	-	-	33	20	25	67	80	75	2.6	4.0	3.3
Centennial Education Center	-	-	-	100	25	40	0	75	60	3.0	4.5	4.2
Adult Learning Center	-	-	-	-	-	-	-	100	100	-	4.0	4.0
TOTAL	0	22	14	24	11	16	76	67	70	3.7	3.6	3.6

	By Gender									Average		
	Strongly Agree/Agree			Neutral			Disagree/Strongly Disagree					
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Obstacles to achieving gender balance of the faculty here are: difficulty of retaining qualified faculty from all groups. (quest16d)												
Santa Ana Campus	37	31	33	16	19	18	47	50	49	3.1	3.3	3.2
Orange Campus	25	0	11	25	20	22	50	80	67	3.3	4.0	3.6
Centennial Education Center	100	25	40	0	75	60	-	-	-	2.0	2.5	2.4
Adult Learning Center	-	-	-	-	-	-	-	100	100	-	4.0	4.0
TOTAL	38	25	30	17	25	22	46	50	48	3.1	3.3	3.2
Obstacles to achieving gender balance of the faculty here are: absence of top administrators from all groups. (quest16e)												
Santa Ana Campus	15	26	21	20	19	19	65	56	60	3.7	3.3	3.5
Orange Campus	0	40	25	33	0	13	67	60	63	3.0	3.2	3.1
Centennial Education Center	100	235	40	0	50	40	0	25	20	2.0	3.3	3.0
Adult Learning Center	-	50	50	-	-	-	-	50	50	-	3.0	3.0
TOTAL	17	29	24	21	18	19	63	53	57	3.5	3.3	3.4
Obstacles to achieving gender balance of the faculty here are: lack of desire on the part of the faculty. (quest16f)												
Santa Ana Campus	0	19	11	20	15	17	80	67	72	4.0	3.6	3.8
Orange Campus	0	20	13	33	0	13	67	80	75	2.8	3.8	3.3
Centennial Education Center	100	25	40	0	50	40	0	25	20	1.0	3.3	2.8
Adult Learning Center	-	-	-	-	-	-	-	100	100	-	4.5	4.5
TOTAL	4	18	13	21	16	18	75	66	69	3.7	3.6	3.6

Equity Study Questionnaire Response Distributions
Faculty Questionnaire
Responses by Number Years Worked at RSC

	By Years Worked at RSC																		Average					
	Frequently						Occasionally/Seldom						Never											
	1-5	6-10	11-15	16-20	20+	Total	1-5	6-10	11-15	16-20	20+	Total	1-5	6-10	11-15	16-20	20+	Total	1-5	6-10	11-15	16-20	20+	Total
My relationship with other faculty members is generally: based upon a common set of professional interests. (item8a)																								
Santa Ana Campus	83	75	91	88	88	86	17	25	9	12	13	14	-	-	-	-	-	-	1.2	1.2	1.1	1.1	1.1	1.1
Orange Campus	0	100	100	100	0	78	100	0	0	0	100	22	-	-	-	-	-	-	2.0	1.0	1.0	1.0	1.5	1.2
Centennial Education Center	-	100	100	100	-	100	-	-	-	-	-	-	-	-	-	-	-	-	-	1.0	1.0	1.0	-	1.0
Adult Learning Center	100	-	-	100	-	100	-	-	-	-	-	-	-	-	-	-	-	-	1.0	-	-	1.0	-	1.0
TOTAL	79	85	92	91	78	86	21	15	8	9	22	14	-	-	-	-	-	-	1.2	1.1	1.1	1.1	1.2	1.1
My relationship with other faculty members is generally: job-related only. (item8b)																								
Santa Ana Campus	50	63	55	41	75	54	50	25	36	53	25	41	0	13	9	6	0	5	1.5	1.4	1.5	1.6	1.3	1.5
Orange Campus	0	75	0	33	0	40	100	25	100	67	100	60	-	-	-	-	-	-	2.0	1.3	2.0	1.7	2.0	1.7
Centennial Education Center	-	50	100	100	0	67	-	50	0	0	100	33	-	-	-	-	-	-	-	1.5	1.0	1.0	2.0	1.3
Adult Learning Center	100	-	-	0	-	50	0	-	-	100	-	50	-	-	-	-	-	-	1.0	-	-	2.0	-	1.5
TOTAL	50	64	54	44	60	53	50	29	39	52	40	43	0	7	8	4	0	4	1.5	1.4	1.6	1.6	1.5	1.5
My relationship with other faculty members is generally: includes personal acquaintanceships. (item8c)																								
Santa Ana Campus	33	0	36	41	50	34	58	100	55	53	50	61	8	0	9	6	0	5	1.8	2.0	1.7	1.6	1.5	1.7
Orange Campus	0	0	-	67	100	33	100	100	-	33	0	67	-	-	-	-	-	-	2.0	2.0	1.0	1.3	1.5	1.6
Centennial Education Center	-	50	100	50	0	50	-	50	0	50	100	50	-	-	-	-	-	-	-	1.5	1.0	1.5	2.0	1.5
Adult Learning Center	-	-	-	-	-	-	100	-	-	100	-	100	-	-	-	-	-	-	2.0	-	-	2.0	-	2.0
TOTAL	29	7	42	44	50	34	64	93	50	52	50	62	7	0	8	4	0	4	1.8	1.9	1.6	1.6	1.5	1.7

	By Years Worked at RSC																		Average					
	Frequently						Occasionally/Seldom						Never											
	1-5	6-10	11-15	16-20	20+	Total	1-5	6-10	11-15	16-20	20+	Total	1-5	6-10	11-15	16-20	20+	Total	1-5	6-10	11-15	16-20	20+	Total
My relationship with other faculty members is generally: conducive to social interaction on-campus. (item8d)																								
Santa Ana Campus	42	25	27	41	38	36	58	75	46	59	63	59	0	0	27	0	0	5	1.5	1.8	2.0	1.6	1.6	1.7
Orange Campus	0	25	100	67	0	40	100	75	0	33	100	60	-	-	-	-	-	-	2.0	1.8	1.0	1.3	2.0	1.6
Centennial Education Center	-	50	100	100	100	67	-	50	0	0	50	33	-	-	-	-	-	-	-	1.5	1.0	1.0	2.0	1.3
Adult Learning Center	-	-	-	-	-	-	-	-	-	100	-	100	-	-	-	-	-	-	-	-	-	2.0	-	2.0
TOTAL	39	29	39	48	30	38	62	71	39	52	70	58	0	0	23	0	0	4	1.6	1.7	1..8	1.5	1.7	1.6
My relationship with other faculty members is generally: conducive to social interaction off-campus. (item8e)																								
Santa Ana Campus	0	0	0	12	43	9	75	71	73	65	29	65	25	29	27	24	29	26	2.2	2.4	2.3	2.1	1.9	2.2
Orange Campus	0	0	0	33	0	10	100	50	0	67	100	60	0	50	100	0	0	30	2.0	2.5	2.0	1.7	2.0	2.1
Centennial Education Center	-	50	0	0	0	17	-	50	100	100	100	83	-	-	-	-	-	-	-	1.5	2.0	2.0	2.0	1.8
Adult Learning Center	-	-	-	-	-	-	100	-	-	100	-	100	-	-	-	-	-	-	2.0	-	-	2.0	-	2.0
TOTAL	0	8	0	13	33	10	79	62	69	70	44	67	21	310	31	17	22	24	2.2	2.3	2.2	2.0	1.9	2.1
My relationship with other faculty members is generally: uncomfortable with those of other ethnic groups. (item8f)																								
Santa Ana Campus	-	-	-	-	-	-	9	25	27	29	22	23	91	75	73	71	78	77	3.0	2.8	2.9	2.9	2.9	2.9
Orange Campus	-	-	-	-	-	-	-	33	0	67	0	30	100	75	100	33	100	70	3.0	3.0	3.0	3.0	3.0	3.0
Centennial Education Center	-	-	-	-	-	-	-	50	100	0	100	50	-	50	0	100	0	50	-	3.0	3.0	3.0	2.0	2.8
Adult Learning Center	-	-	-	-	-	-	-	-	-	-	-	-	100	-	-	100	-	100	3.0	-	-	3.0	-	3.0
TOTAL	-	-	-	-	-	-	8	29	31	30	27	26	92	71	69	70	73	74	3.0	2.9	2.9	2.9	2.8	2.9

	By Years Worked at RSC																		Average					
	Frequently						Occasionally/Seldom						Never											
	1-5	6-10	11-15	16-20	20+	Total	1-5	6-10	11-15	16-20	20+	Total	1-5	6-10	11-15	16-20	20+	Total	1-5	6-10	11-15	16-20	20+	Total
My relationship with other faculty members is generally: uncomfortable with those of my opposite gender. (item8g)																								
Santa Ana Campus	-	-	-	-	-	-	25	38	18	18	44	26	75	63	82	82	56	74	2.9	3.0	2.9	2.9	3.0	2.9
Orange Campus	-	-	-	-	-	-	0	25	0	33	0	20	100	75	100	67	100	80	3.0	3.0	3.0	2.3	3.0	2.8
Centennial Education Center	-	-	-	-	-	-	-	0	0	0	100	17	-	100	100	100	0	83	-	2.5	3.0	3.0	2.0	2.7
Adult Learning Center	-	-	-	-	-	-	-	-	-	-	-	-	100	-	-	100	-	100	3.0	-	-	3.0	-	3.0
TOTAL	-	-	-	-	-	-	21	29	15	17	46	24	79	71	85	83	55	76	2.9	2.9	2.9	2.9	2.9	2.9
My relationship with other faculty members is generally: comfortable with those of my gender. (item8h)																								
Santa Ana Campus	-	-	-	-	-	-	18	29	11	6	38	17	82	71	89	94	63	83	1.1	1.6	1.2	1.2	1.0	1.2
Orange Campus	-	-	-	-	-	-	0	25	0	33	0	20	100	75	100	67	100	80	1.0	1.0	1.0	1.0	1.5	1.1
Centennial Education Center	-	-	-	-	-	-	-	0	0	0	100	17	-	100	100	100	0	83	-	1.5	1.0	1.0	2.0	1.3
Adult Learning Center	-	-	-	-	-	-	-	-	-	-	-	-	100	-	-	100	-	100	1.0	-	-	1.0	-	1.0
TOTAL	-	-	-	-	-	-	15	23	9	9	40	17	85	77	91	91	60	83	1.1	1.4	1.1	1.1	1.2	1.2
My relationship with other faculty members is generally: comfortable with those of my ethnic group. (item8i)																								
Santa Ana Campus	-	-	-	-	-	-	0	50	0	0	0	18	100	50	100	100	100	82	1.1	1.1	1.2	1.2	1.1	1.1
Orange Campus	-	0	-	100	0	33	-	-	-	-	-	-	-	100	-	0	100	67	1.0	1.0	1.0	1.0	1.0	1.0
Centennial Education Center	-	-	-	-	-	-	-	-	-	-	100	100	-	-	-	-	-	-	-	1.0	1.0	1.0	2.0	1.2
Adult Learning Center	100	-	-	100	-	100	-	-	-	-	-	-	-	-	-	-	-	-	1.0	-	-	1.0	-	1.0
TOTAL	0	0	0	50	0	7	0	40	0	0	20	20	100	60	100	50	80	73	1.1	1.1	1.1	1.1	1.2	1.1

	By Years Worked at RSC																		Average					
	Frequently						Occasionally/Seldom						Never											
	1-5	6-10	11-15	16-20	20+	Total	1-5	6-10	11-15	16-20	20+	Total	1-5	6-10	11-15	16-20	20+	Total	1-5	6-10	11-15	16-20	20+	Total
I collaborate professionally with faculty and/or staff of: my ethnic group. (item10a)																								
Santa Ana Campus	75	75	73	67	89	75	25	25	18	20	0	18	0	0	9	13	11	7	1.2	1.3	1.4	1.5	1.2	1.3
Orange Campus	100	75	0	67	100	73	0	25	100	33	0	27	-	-	-	-	-	-	1.0	1.3	1.5	1.3	1.0	1.2
Centennial Education Center	-	100	100	100	0	83	-	0	0	0	100	17	-	-	-	-	-	-	-	1.0	1.0	1.0	2.0	1.2
Adult Learning Center	100	-	-	100	-	100	-	-	-	-	-	-	-	-	-	-	-	-	1.0	-	-	1.0	-	1.0
TOTAL	79	79	69	71	83	76	21	21	23	19	8	19	0	0	8	10	8	5	1.2	1.3	1.4	1.4	1.2	1.3
I collaborate professionally with faculty and/or staff of: other ethnic groups. (item10b)																								
Santa Ana Campus	83	63	73	71	78	74	17	38	27	18	11	21	0	0	0	12	11	5	1.2	1.4	1.3	1.4	1.3	1.3
Orange Campus	100	50	0	100	100	73	0	50	100	0	0	27	-	-	-	-	-	-	1.0	1.5	1.5	1.0	1.0	1.2
Centennial Education Center	-	100	100	100	100	100	-	-	-	-	-	-	-	-	-	-	-	-	-	1.0	1.0	1.0	1.0	1.0
Adult Learning Center	100	-	-	100	-	100	-	-	-	-	-	-	-	-	-	-	-	-	1.0	-	-	1.0	-	1.0
TOTAL	86	64	69	78	83	76	14	36	31	13	8	20	0	0	0	9	8	4	1.1	1.4	1.3	1.3	1.2	1.3
I collaborate professionally with faculty and/or staff of: my gender. (item10c)																								
Santa Ana Campus	92	75	82	71	89	81	8	25	18	18	0	14	0	0	0	12	11	5	1.1	1.2	1.2	1.4	1.2	1.2
Orange Campus	100	75	100	100	100	91	0	25	0	0	0	9	-	-	-	-	-	-	1.0	1.3	1.0	1.0	1.0	1.1
Centennial Education Center	-	100	100	100	0	83	-	0	0	0	100	17	-	-	-	-	-	-	-	1.0	1.0	1.0	2.0	1.2
Adult Learning Center	100	-	-	100	-	100	-	-	-	-	-	-	-	-	-	-	-	-	1.0	-	-	1.0	-	1.0
TOTAL	93	79	85	78	83	83	7	21	15	13	8	13	0	0	0	9	8	4	1.1	1.2	1.1	1.3	1.2	1.2
I collaborate professionally with faculty and/or staff of: the opposite gender. (item10d)																								
Santa Ana Campus	75	75	73	71	78	74	25	25	18	24	11	21	0	0	9	6	11	5	1.3	1.3	1.4	1.4	1.3	1.3
Orange Campus	100	50	100	67	100	73	0	50	0	33	0	27	-	-	-	-	-	-	1.0	1.5	1.0	1.3	1.0	1.2
Centennial Education Center	-	100	100	100	0	83	-	0	0	0	100	17	-	-	-	-	-	-	-	1.0	1.0	1.0	2.0	1.2
Adult Learning Center	100	-	-	100	-	100	-	-	-	-	-	-	-	-	-	-	-	-	1.0	-	-	1.0	-	1.0
TOTAL	79	71	77	74	75	75	21	29	15	22	17	21	0	0	8	4	8	4	1.3	1.3	1.3	1.3	1.3	1.3

	By Years Worked at RSC																		Average					
	Frequently						Occasionally/Seldom						Never											
	1-5	6-10	11-15	16-20	20+	Total	1-5	6-10	11-15	16-20	20+	Total	1-5	6-10	11-15	16-20	20+	Total	1-5	6-10	11-15	16-20	20+	Total
I interact socially with faculty and/or staff of: my ethnic group. (item11a)																								
Santa Ana Campus	18	57	36	50	50	42	82	43	55	44	50	55	0	0	9	6	0	4	1.8	1.4	1.7	1.6	1.5	1.6
Orange Campus	100	25	0	67	100	55	0	25	100	33	0	27	0	50	0	0	0	18	1.0	2.3	1.5	1.3	1.0	1.5
Centennial Education Center	-	50	100	50	0	50	-	50	0	50	100	50	-	-	-	-	-	-	-	1.5	1.0	1.5	2.0	1.5
Adult Learning Center	100	-	-	100	-	100	-	-	-	-	-	-	-	-	-	-	-	-	1.0	-	-	1.0	-	1.0
TOTAL	31	46	39	55	55	46	69	39	54	41	46	49	0	15	8	5	0	6	1.7	1.7	1.6	1.5	1.4	1.6
I interact socially with faculty and/or staff of: other ethnic groups. (item11b)																								
Santa Ana Campus	27	43	27	29	63	35	73	57	55	71	38	61	0	0	18	0	0	4	1.8	1.6	1.9	1.7	1.4	1.7
Orange Campus	100	25	0	100	50	55	0	25	100	0	50	27	0	50	0	0	0	18	1.0	2.3	1.5	1.0	1.3	1.5
Centennial Education Center	-	50	100	50	0	50	-	50	0	50	100	50	-	-	-	-	-	-	-	1.5	1.0	1.5	2.0	1.5
Adult Learning Center	0	-	-	100	-	50	100	-	-	0	-	50	-	-	-	-	-	-	2.0	-	-	1.0	-	1.5
TOTAL	31	39	31	44	55	40	69	46	54	57	46	55	0	15	15	0	0	6	1.7	1.8	1.8	1.6	1.4	1.6
I interact socially with faculty and/or staff of: my gender. (item11c)																								
Santa Ana Campus	36	43	36	53	63	46	64	57	55	41	38	50	0	0	-	6	0	4	1.7	1.6	1.7	1.5	1.4	1.6
Orange Campus	100	25	0	100	100	64	0	25	100	0	0	18	0	50	0	0	0	18	1.0	2.3	1.5	1.0	1.0	1.5
Centennial Education Center	-	50	100	50	0	50	-	50	0	50	100	50	-	-	-	-	-	-	-	1.5	1.0	1.5	2.0	1.5
Adult Learning Center	100	-	-	100	-	100	-	-	-	-	-	-	-	-	-	-	-	-	1.0	-	-	1.0	-	1.0
TOTAL	46	39	39	61	64	51	54	46	54	35	36	44	0	15	8	4	0	6	1.6	1.8	1.6	1.4	1.3	1.5
I interact socially with faculty and/or staff of: the opposite gender. (item11d)																								
Santa Ana Campus	27	43	36	47	50	41	64	57	55	47	50	54	9	0	9	6	0	6	1.9	1.6	1.7	1.6	1.5	1.7
Orange Campus	100	25	0	33	50	36	0	25	100	67	50	46	0	50	0	0	0	18	1.0	2.3	1.5	1.7	1.3	1.7
Centennial Education Center	-	50	100	50	0	50	-	50	0	50	100	50	-	-	-	-	-	-	-	1.5	1.0	1.5	2.0	1.5
Adult Learning Center	-	-	-	-	-	-	100	-	-	100	-	100	-	-	-	-	-	-	2.0	-	-	2.0	-	2.0
TOTAL	31	39	39	44	46	40	62	46	54	52	55	53	8	15	8	4	0	7	1.9	1.8	1.6	1.6	1.5	1.7

	By Years Worked at RSC																		Average					
	Frequently						Occasionally/Seldom						Never											
	1-5	6-10	11-15	16-20	20+	Total	1-5	6-10	11-15	16-20	20+	Total	1-5	6-10	11-15	16-20	20+	Total	1-5	6-10	11-15	16-20	20+	Total
I have seen or heard about racist behavior initiated by: ethnic minority support personnel. (item16a)																								
Santa Ana Campus	-	-	-	-	-	-	0	17	22	12	43	16	100	83	78	88	57	84	3.0	2.8	2.8	2.9	2.6	2.8
Orange Campus	-	-	-	-	-	-	0	0	0	33	0	9	100	100	100	67	100	91	3.0	3.0	2.0	2.0	2.7	2.5
Centennial Education Center	-	-	-	-	-	-	-	50	100	100	100	80	-	50	0	0	0	20	-	2.5	2.0	2.0	2.0	2.2
Adult Learning Center	-	-	-	-	-	-	-	-	-	-	-	-	100	-	-	100	-	100	3.0	-	-	3.0	-	3.0
TOTAL	-	-	-	-	-	-	0	17	27	27	40	22	100	83	73	73	60	78	3.0	2.8	2.6	2.7	2.5	2.7
I have seen or heard about racist behavior initiated by: non-ethnic minority support personnel. (item16b)																								
Santa Ana Campus	-	-	-	-	-	-	0	17	33	12	43	18	100	83	67	88	57	82	2.9	2.8	2.7	2.9	2.6	2.8
Orange Campus	0	0	0	33	0	9	0	0	0	33	0	9	100	100	100	33	100	82	3.0	3.0	2.0	2.0	2.7	2.5
Centennial Education Center	-	-	-	-	-	-	-	0	100	100	100	60	-	100	0	0	0	40	-	3.0	2.0	2.0	2.0	2.4
Adult Learning Center	-	-	-	-	-	-	100	-	-	0	-	50	0	-	-	100	0	50	2.0	-	-	3.0	-	2.5
TOTAL	0	0	0	5	0	2	8	8	36	18	40	21	92	92	64	77	60	78	2.9	2.9	2.5	2.7	2.5	2.7
I have seen or heard about racist behavior initiated by: ethnic minority faculty. (item16c)																								
Santa Ana Campus	9	0	11	0	0	4	9	17	11	18	44	19	82	83	78	82	56	77	2.8	2.8	2.7	2.8	2.6	2.7
Orange Campus	-	-	-	-	-	-	0	0	0	67	0	18	100	100	100	33	100	82	3.0	3.0	2.0	2.3	2.7	2.6
Centennial Education Center	-	-	-	-	-	-	-	50	100	100	100	80	-	50	0	0	0	20	-	2.5	2.0	2.0	2.0	2.2
Adult Learning Center	-	-	-	-	-	-	-	-	-	-	-	-	100	-	-	100	-	100	3.0	-	-	3.0	-	3.0
TOTAL	8	0	9	0	0	3	8	17	18	27	42	23	85	83	73	73	58	74	2.8	2.8	2.5	2.7	2.5	2.7
I have seen or heard about racist behavior initiated by: non-ethnic minority faculty. (item16d)																								
Santa Ana Campus	9	0	11	6	13	8	27	33	33	24	25	28	64	67	56	71	63	65	2.5	2.7	2.4	2.6	2.5	2.6
Orange Campus	-	-	-	-	-	-	0	0	0	100	0	27	100	100	100	0	100	73	3.0	3.0	2.0	2.0	2.3	2.5
Centennial Education Center	-	0	0	100	0	20	-	0	100	0	100	40	-	100	0	0	0	40	-	3.0	2.0	1.0	2.0	2.2
Adult Learning Center	-	-	-	-	-	-	100	-	-	0	-	50	0	-	-	100	-	50	2.0	-	-	3.0	-	2.5
TOTAL	8	0	9	9	9	7	31	17	36	32	27	29	62	83	55	59	64	64	2.5	2.8	2.3	2.5	2.4	2.5

faculty/years at RSC-6

	By Years Worked at RSC																		Average					
	Frequently						Occasionally/Seldom						Never											
	1-5	6-10	11-15	16-20	20+	Total	1-5	6-10	11-15	16-20	20+	Total	1-5	6-10	11-15	16-20	20+	Total	1-5	6-10	11-15	16-20	20+	Total
I have seen or heard about racist behavior initiated by: ethnic minority students. (item16e)																								
Santa Ana Campus	0	0	0	6	11	4	27	33	38	24	33	29	73	67	63	71	56	67	2.7	2.7	2.6	2.6	2.4	2.6
Orange Campus	-	-	-	-	-	-	0	0	0	67	0	18	100	100	100	33	100	82	3.0	3.0	2.0	2.3	2.7	2.6
Centennial Education Center	-	-	-	-	-	-	-	50	100	100	100	80	-	50	0	0	0	20	-	2.5	2.0	2.0	2.0	2.2
Adult Learning Center	-	-	-	-	-	-	-	-	-	-	-	-	100	-	-	100	-	100	3.0	-	-	3.0	-	3.0
TOTAL	0	0	0	5	8	3	23	25	40	32	33	30	77	75	60	64	58	67	2.7	2.8	2.5	2.6	2.5	2.6
I have seen or heard about racist behavior initiated by: non-ethnic minority students. (item16f)																								
Santa Ana Campus	0	0	0	6	11	4	36	67	25	41	33	39	64	33	75	53	56	57	2.6	2.3	2.8	2.5	2.4	2.5
Orange Campus	0	0	0	33	0	9	0	0	0	33	0	9	100	100	100	33	100	82	3.0	3.0	2.0	2.0	2.7	2.5
Centennial Education Center	-	0	0	100	0	20	-	50	100	0	100	60	-	50	0	0	0	20	-	2.5	2.0	1.0	2.0	2.0
Adult Learning Center	-	-	-	-	-	-	100	-	-	0	-	50	0	-	-	100	-	50	2.0	-	-	3.0	-	2.5
TOTAL	0	0	0	14	8	6	39	42	30	36	33	36	62	58	70	50	58	58	2.6	2.6	2.5	2.4	2.5	2.5
I have seen or heard about racist behavior initiated by: people from the community surrounding the campus. (item16g)																								
Santa Ana Campus	13	20	0	0	0	5	25	20	0	33	29	24	63	60	100	67	71	71	2.4	2.4	3.0	2.7	2.7	2.7
Orange Campus	0	0	0	33	0	9	0	0	0	33	50	18	100	100	100	33	50	73	3.0	3.0	2.0	2.0	2.7	2.5
Centennial Education Center	-	50	0	0	0	20	-	50	100	0	100	60	-	0	0	100	0	20	-	1.5	2.0	3.0	2.0	2.0
Adult Learning Center	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	100	-	100	-	-	-	3.0	-	3.0
TOTAL	11	18	0	5	0	7	22	18	11	30	40	25	67	64	89	65	60	68	2.5	2.5	2.7	2.6	2.6	2.6

	By Years Worked at RSC																		Average					
	Frequently						Occasionally/Seldom						Never											
	1-5	6-10	11-15	16-20	20+	Total	1-5	6-10	11-15	16-20	20+	Total	1-5	6-10	11-15	16-20	20+	Total	1-5	6-10	11-15	16-20	20+	Total
I have seen or heard about sexist behavior initiated by: female support personnel. (item17a)																								
Santa Ana Campus	-	-	-	-	-	-	8	50	11	6	25	15	92	50	89	94	75	85	2.9	2.5	2.9	2.9	2.8	2.8
Orange Campus	0	0	0	33	0	9	0	25	100	0	0	18	100	75	0	67	100	18	3.0	2.8	1.5	2.3	2.7	2.5
Centennial Education Center	-	-	-	-	-	-	-	50	100	100	100	80	-	50	0	0	0	20	-	2.5	2.0	2.0	2.0	2.2
Adult Learning Center	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	100	-	100	-	-	-	3.0	-	3.0
TOTAL	0	0	0	5	0	1	8	42	27	9	27	20	92	58	73	86	73	78	2.9	2.6	2.6	2.8	2.7	2.7
I have seen or heard about sexist behavior initiated by: male support personnel. (item17b)																								
Santa Ana Campus	8	0	0	6	0	4	25	17	33	29	25	27	67	83	83	65	75	69	2.6	2.8	2.7	2.6	2.8	2.7
Orange Campus	-	-	-	-	-	-	0	0	100	33	0	18	100	100	100	67	100	82	3.0	3.0	1.5	2.7	2.7	2.6
Centennial Education Center	-	-	-	-	-	-	-	50	100	100	100	80	-	50	50	0	0	20	-	2.5	2.0	2.0	2.0	2.2
Adult Learning Center	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	100	-	100	-	-	-	3.0	-	3.0
TOTAL	8	0	0	5	0	3	23	17	46	32	27	29	69	83	55	64	73	68	2.6	2.8	2.4	2.6	2.7	2.6
I have seen or heard about sexist behavior initiated by: female faculty. (item17c)																								
Santa Ana Campus	-	-	-	-	-	-	17	33	33	18	33	25	83	67	67	82	67	76	2.8	2.7	2.7	2.8	2.7	2.8
Orange Campus	0	0	0	33	0	9	-	-	-	-	-	-	100	100	100	67	100	91	3.0	3.0	2.5	2.3	2.7	2.7
Centennial Education Center	-	-	-	-	-	-	-	50	100	100	100	80	-	50	0	0	0	20	-	2.5	2.0	2.0	2.0	2.2
Adult Learning Center	-	-	-	-	-	-	100	-	-	0	0	50	0	-	-	100	-	50	2.0	-	-	3.0	-	2.5
TOTAL	0	0	0	5	0	1	21	25	36	18	33	25	79	75	64	77	67	73	2.8	2.8	2.6	2.7	2.6	2.7
I have seen or heard about sexist behavior initiated by: male faculty. (item17d)																								
Santa Ana Campus	8	17	0	6	0	6	50	33	44	47	33	43	42	50	56	47	67	51	2.3	2.3	2.6	2.4	2.7	2.4
Orange Campus	0	0	0	33	0	-	0	0	100	0	0	9	100	100	0	67	100	82	3.0	3.0	1.5	2.3	2.3	2.5
Centennial Education Center	-	-	-	-	-	-	-	50	100	100	100	80	-	50	0	0	0	20	-	2.5	2.0	2.0	2.0	2.2
Adult Learning Center	-	-	-	-	-	-	100	-	-	0	-	50	0	-	-	100	-	50	2.0	-	-	3.0	-	2.5
TOTAL	7	8	0	9	0	6	50	25	55	41	33	41	43	67	46	50	67	54	2.3	2.6	2.3	2.4	2.5	2.4

	By Years Worked at RSC																		Average					
	Frequently						Occasionally/Seldom						Never											
	1-5	6-10	11-15	16-20	20+	Total	1-5	6-10	11-15	16-20	20+	Total	1-5	6-10	11-15	16-20	20+	Total	1-5	6-10	11-15	16-20	20+	Total
I have seen or heard about sexist behavior initiated by: female students. (item17e)																								
Santa Ana Campus	-	-	-	-	-	-	17	17	22	6	33	17	83	83	78	94	67	83	2.8	2.8	2.8	2.9	2.7	2.8
Orange Campus	0	0	0	33	0	9	-	-	-	-	-	-	100	100	100	67	100	91	3.0	3.0	2.5	2.3	3.0	2.8
Centennial Education Center	-	-	-	-	-	-	-	50	100	0	100	60	-	50	0	100	0	40	-	2.5	2.0	3.0	2.0	2.4
Adult Learning Center	-	-	-	-	-	-	100	-	-	0	-	50	0	-	-	100	-	50	2.0	-	-	3.0	-	2.5
TOTAL	0	0	0	5	0	1	21	17	27	5	33	19	79	83	73	91	67	80	2.8	2.8	2.7	2.9	2.7	2.8
I have seen or heard about sexist behavior initiated by: male students. (item17f)																								
Santa Ana Campus	0	0	0	6	11	4	50	33	22	44	44	40	50	67	78	50	44	56	2.5	2.7	2.8	2.4	2.3	2.5
Orange Campus	-	-	-	-	-	-	0	0	0	33	0	9	100	100	100	67	100	91	3.0	3.0	2.0	2.7	2.7	2.7
Centennial Education Center	-	-	-	-	-	-	-	50	100	0	100	60	-	50	0	100	0	40	-	2.5	2.0	3.0	2.0	2.4
Adult Learning Center	100	-	-	0	-	50	-	-	-	-	-	-	0	-	-	100	-	50	1.0	-	-	3.0	-	2.0
TOTAL	7	0	0	5	8	4	43	25	27	38	42	36	50	75	73	57	50	60	2.4	2.8	2.6	2.5	2.4	2.5
Faculty here generally incorporate into their course curricula: material acknowledging women's societal contributions. (item27a)																								
Santa Ana Campus	33	25	40	18	50	31	67	50	40	73	50	60	0	25	20	9	0	9	1.7	2.0	1.8	1.9	1.5	1.8
Orange Campus	-	50	100	50	100	67	-	50	0	50	0	33	-	-	-	-	-	-	-	1.5	1.5	1.5	1.5	1.5
Centennial Education Center	-	-	-	-	-	-	-	50	100	0	0	40	-	50	0	100	100	60	-	1.5	1.0	2.0	2.0	1.8
Adult Learning Center	-	-	-	100	-	100	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1.0	-	1.0
TOTAL	33	38	57	27	50	38	67	50	29	67	50	55	0	13	14	7	0	6	1.7	1.8	1.6	1.8	1.6	1.7

	By Years Worked at RSC																		Average					
	Frequently						Occasionally/Seldom						Never											
	1-5	6-10	11-15	16-20	20+	Total	1-5	6-10	11-15	16-20	20+	Total	1-5	6-10	11-15	16-20	20+	Total	1-5	6-10	11-15	16-20	20+	Total
Faculty here generally incorporate into their course curricula: material acknowledging societal contributions made by all ethnic groups. (item27b)																								
Santa Ana Campus	30	50	40	27	33	33	70	25	40	64	67	58	0	25	20	9	0	8	1.7	1.8	1.8	1.8	1.7	1.8
Orange Campus	-	100	0	33	50	43	-	0	100	67	50	57	-	-	-	-	-	-	-	1.0	2.0	1.7	1.7	1.7
Centennial Education Center	-	-	-	-	-	-	-	50	100	50	0	50	-	50	0	50	100	50	-	1.5	1.0	1.5	2.0	1.5
Adult Learning Center	-	-	-	100	-	100	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1.0	-	1.0
TOTAL	30	57	43	35	33	38	70	29	43	59	67	56	0	14	14	6	0	6	1.7	1.6	1.8	1.7	1.7	1.7
Faculty here generally incorporate into their course curricula: multicultural perspectives on issues. (item27c)																								
Santa Ana Campus	50	25	40	18	50	36	50	50	40	73	50	56	0	25	20	9	0	8	1.5	2.0	1.8	1.9	1.5	1.7
Orange Campus	-	100	-	33	50	50	-	0	-	67	50	50	-	-	-	-	-	-	-	1.0	2.0	1.7	1.7	1.6
Centennial Education Center	-	-	-	-	-	-	-	100	100	50	0	67	-	0	0	50	100	33	-	1.0	1.0	1.5	2.0	1.3
Adult Learning Center	-	-	-	100	-	100	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1.0	-	1.0
TOTAL	50	57	50	29	44	43	50	29	33	65	56	51	0	14	17	6	0	6	1.5	1.6	1.7	1.8	1.6	1.6
My courses incorporate: material acknowledging women's contributions to the field. (item28a)																								
Santa Ana Campus	42	43	44	46	71	48	42	43	33	36	29	37	17	14	22	18	0	15	1.8	1.7	1.8	1.7	1.3	1.7
Orange Campus	-	33	100	100	50	67	-	33	0	0	50	22	-	33	0	0	0	11	-	2.0	1.0	1.0	1.7	1.5
Centennial Education Center	-	-	-	-	-	-	-	100	100	50	0	67	-	0	0	50	100	33	-	1.0	1.0	1.5	2.0	1.3
Adult Learning Center	-	-	-	100	-	100	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1.0	-	1.0
TOTAL	42	50	55	59	60	53	42	33	27	29	40	34	17	17	18	12	0	13	1.8	1.7	1.6	1.5	1.5	1.6

	By Years Worked at RSC																		Average					
	Frequently						Occasionally/Seldom						Never											
	1-5	6-10	11-15	16-20	20+	Total	1-5	6-10	11-15	16-20	20+	Total	1-5	6-10	11-15	16-20	20+	Total	1-5	6-10	11-15	16-20	20+	Total
My courses incorporate: material acknowledging societal contributions made by all ethnic groups. (item28b)																								
Santa Ana Campus	58	29	56	42	71	51	42	57	33	50	29	43	0	14	11	8	0	6	1.4	1.9	1.6	1.7	1.3	1.6
Orange Campus	-	33	0	100	50	56	-	0	100	0	50	22	-	67	0	0	0	22	-	2.3	1.5	1.0	1.7	1.6
Centennial Education Center	-	-	-	-	-	-	-	100	100	50	0	67	-	0	0	50	100	33	-	1.0	1.0	1.5	2.0	1.3
Adult Learning Center	-	-	-	100	-	100	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1.0	-	1.0
TOTAL	58	42	55	56	60	54	42	33	36	39	40	38	0	25	9	6	0	8	1.4	1.8	1.5	1.5	1.5	1.5
My courses incorporate: multicultural perspectives on issues. (item28c)																								
Santa Ana Campus	75	43	75	33	71	59	25	43	13	50	29	33	0	14	13	17	0	9	1.2	1.7	1.4	1.8	1.3	1.5
Orange Campus	0	33	-	100	50	56	100	0	-	0	50	22	0	67	-	0	0	22	2.0	2.3	1.0	1.0	1.7	1.6
Centennial Education Center	-	-	-	-	-	-	-	100	100	100	0	83	-	0	0	0	100	17	-	1.0	1.0	1.0	2.0	1.2
Adult Learning Center	-	-	-	100	-	100	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1.0	-	1.0
TOTAL	69	50	78	56	60	61	31	25	11	33	40	29	0	25	11	11	0	10	1.3	1.7	1.3	1.6	1.5	1.5
I would be interested in attending workshop(s) on issues pertaining to: ethnic minorities. (item30a)																								
Santa Ana Campus	55	38	44	29	50	42	36	38	44	71	25	47	9	25	11	0	25	11	1.7	1.9	1.7	1.7	1.8	1.7
Orange Campus	0	33	0	67	100	44	0	33	100	33	0	33	100	33	0	0	0	22	3.0	2.0	1.5	1.3	1.5	1.7
Centennial Education Center	-	-	-	-	-	-	-	50	100	100	0	67	-	50	0	0	100	33	-	1.5	1.0	1.0	2.0	1.3
Adult Learning Center	100	-	-	0	-	50	-	-	-	-	-	-	0	-	-	100	-	50	1.0	-	-	3.0	-	2.0
TOTAL	54	39	46	39	50	44	31	39	46	57	30	43	15	23	9	4	20	13	1.7	1.8	1.6	1.7	1.7	1.7
I would be interested in attending workshop(s) on issues pertaining to: women. (item30b)																								
Santa Ana Campus	46	25	44	31	50	39	46	50	44	69	25	50	9	25	11	0	25	12	1.8	2.0	1.7	1.7	1.8	1.8
Orange Campus	0	33	0	67	100	44	100	33	100	33	0	44	0	33	0	0	0	11	2.0	2.0	1.5	1.3	1.5	1.6
Centennial Education Center	-	-	-	-	-	-	-	50	100	50	0	50	-	50	0	50	100	50	-	1.5	1.0	1.5	2.0	1.5
Adult Learning Center	100	-	-	0	-	50	-	-	-	-	-	-	0	-	-	100	-	50	1.0	-	-	3.0	-	2.0
TOTAL	46	31	46	36	50	41	46	46	46	59	30	48	8	23	9	5	20	12	1.7	1.9	1.6	1.7	1.7	1.7

	By Years Worked at RSC																		Average					
	Frequently						Occasionally/Seldom						Never											
	1-5	6-10	11-15	16-20	20+	Total	1-5	6-10	11-15	16-20	20+	Total	1-5	6-10	11-15	16-20	20+	Total	1-5	6-10	11-15	16-20	20+	Total
I would be interested in attending workshop(s) on issues pertaining to: people with disabilities. (item30c)																								
Santa Ana Campus	64	38	33	25	63	42	27	38	56	63	13	42	9	25	11	13	25	15	1.6	1.9	1.8	1.9	1.6	1.8
Orange Campus	100	33	0	33	100	44	0	67	100	67	0	56	-	-	-	-	-	-	1.0	1.7	1.5	1.7	1.5	1.5
Centennial Education Center	-	0	100	50	0	33	-	50	0	50	100	50	-	50	0	0	0	17	-	2.5	1.0	1.5	2.0	1.8
Adult Learning Center	100	-	-	0	-	50	-	-	-	-	-	-	0	-	-	100	-	50	1.0	-	-	3.0	-	2.0
TOTAL	69	31	36	27	60	42	23	46	55	59	20	44	8	23	9	14	20	15	1.5	1.9	1.7	1.9	1.6	1.7
I would be interested in attending workshop(s) on issues pertaining to: gays and lesbians. (item30d)																								
Santa Ana Campus	46	38	33	19	38	33	36	38	56	44	25	40	18	25	11	38	38	27	1.8	1.9	1.8	2.2	2.0	2.0
Orange Campus	0	33	0	67	100	44	100	33	0	33	0	33	0	33	100	0	0	22	2.0	2.0	2.0	1.3	1.5	1.7
Centennial Education Center	-	0	100	50	0	33	-	50	0	0	100	33	-	50	0	50	0	33	-	2.5	1.0	2.0	2.0	2.0
Adult Learning Center	100	-	-	0	-	50	-	-	-	-	-	-	0	-	-	100	-	50	1.0	-	-	3.0	-	2.0
TOTAL	46	31	36	27	40	35	39	39	46	36	30	38	15	31	18	36	30	28	1.8	2.0	1.8	2.1	1.9	1.9
I feel that I don't fit in very well with my colleagues. (item38)																								
Santa Ana Campus	0	0	20	0	0	4	33	50	40	19	43	34	67	50	40	81	57	62	2.6	2.5	2.2	2.8	2.6	2.6
Orange Campus	-	-	-	-	-	-	0	25	100	33	0	27	100	75	0	67	100	73	3.0	2.8	2.5	2.7	3.0	2.8
Centennial Education Center	-	-	-	-	-	-	-	50	100	0	100	50	-	50	0	100	0	50	-	2.5	2.0	3.0	2.0	2.5
Adult Learning Center	-	-	-	-	-	-	-	-	-	-	-	-	100	-	-	100	-	100	3.0	-	-	3.0	-	3.0
TOTAL	0	0	17	0	0	3	29	43	50	18	40	33	71	57	33	82	60	64	2.7	2.6	2.2	2.8	2.6	2.6
My department is receptive to the incorporation of multiple ethnic and gender perspectives material into the curriculum. (item39)																								
Santa Ana Campus	82	100	75	80	86	83	9	0	25	20	14	15	9	0	0	0	0	2	1.3	1.0	1.2	1.2	1.1	1.2
Orange Campus	-	50	0	67	100	57	-	50	100	33	0	43	-	-	-	-	-	-	-	1.5	1.5	1.3	1.0	1.3
Centennial Education Center	-	100	100	100	0	83	-	0	0	0	100	17	-	-	-	-	-	-	-	1.0	1.0	1.0	2.0	1.2
Adult Learning Center	100	-	-	100	-	100	-	-	-	-	-	-	-	-	-	-	-	-	1.0	-	-	1.0	-	1.0
TOTAL	83	91	70	81	78	81	8	9	30	19	22	18	8	0	0	0	0	2	1.2	1.1	1.3	1.2	1.2	1.2

	By Years Worked at RSC																		Average					
	Frequently						Occasionally/Seldom						Never											
	1-5	6-10	11-15	16-20	20+	Total	1-5	6-10	11-15	16-20	20+	Total	1-5	6-10	11-15	16-20	20+	Total	1-5	6-10	11-15	16-20	20+	Total
I sense/have experienced a sincere desire among my colleagues to enhance the diversity of staff members in my department. (item40)																								
Santa Ana Campus	55	63	56	44	63	54	27	38	33	50	38	39	18	0	11	6	0	8	1.6	1.4	1.6	1.6	1.4	1.5
Orange Campus	0	25	-	67	100	50	0	33	-	33	0	25	100	33	-	0	0	25	3.0	2.0	1.0	1.3	1.0	1.6
Centennial Education Center	-	50	100	50	0	50	-	50	0	50	100	50	-	-	-	-	-	-	-	1.5	1.0	1.5	2.0	1.5
Adult Learning Center	0	-	-	100	-	50	100	-	-	0	-	50	-	-	-	-	-	-	2.0	-	-	1.0	-	1.5
TOTAL	46	54	60	50	60	53	31	39	30	46	40	38	23	8	10	5	0	9	1.7	1.5	1.5	1.5	1.4	1.5
I support the presence of different perspectives on ethnic and gender related issues in discussions of my department colleagues. (item41)																								
Santa Ana Campus	91	100	78	94	86	90	9	0	22	6	14	10	-	-	-	-	-	-	1.1	1.0	1.2	1.1	1.1	1.1
Orange Campus	-	75	0	100	50	70	-	25	100	0	50	30	-	-	-	-	-	-	-	1.3	1.5	1.0	1.3	1.3
Centennial Education Center	-	100	100	100	0	83	-	0	0	0	100	17	-	-	-	-	-	-	-	1.0	1.0	1.0	2.0	1.2
Adult Learning Center	100	-	-	100	-	100	-	-	-	-	-	-	-	-	-	-	-	-	1.0	-	-	1.0	-	1.0
TOTAL	92	93	73	96	70	87	8	7	27	5	30	13	-	-	-	-	-	-	1.1	1.1	1.3	1.0	1.3	1.1
I have continually changed the content of my course(s) to incorporate ethnic and gender issues. (item42)																								
Santa Ana Campus	63	67	57	46	80	60	38	17	29	46	20	32	0	17	14	9	0	8	1.4	1.5	1.6	1.6	1.2	1.5
Orange Campus	-	50	100	100	100	86	-	-	-	-	-	-	-	50	0	0	0	14	-	2.0	1.0	1.0	1.5	1.3
Centennial Education Center	-	50	100	50	0	50	-	50	0	50	100	50	-	-	-	-	-	-	-	1.5	1.0	1.5	2.0	1.5
Adult Learning Center	-	-	-	100	-	100	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1.0	-	1.0
TOTAL	63	60	67	59	71	63	38	20	22	35	29	29	0	20	11	6	0	8	1.4	1.6	1.4	1.5	1.4	1.5

	By Years Worked at RSC																		Average					
	Strongly Agree/Agree						Neutral						Disagree/Strongly Disagree											
	1-5	6-10	11-15	16-20	20+	Total	1-5	6-10	11-15	16-20	20+	Total	1-5	6-10	11-15	16-20	20+	Total	1-5	6-10	11-15	16-20	20+	Total
The RSC student body adequately reflects the cultural diversity of its service area. (quest1)																								
Santa Ana Campus	82	100	90	81	100	88	9	0	10	13	0	8	9	0	0	6	0	4	1.8	1.4	1.5	1.8	1.8	1.7
Orange Campus	100	100	100	100	100	100	-	-	-	-	-	-	-	-	-	-	-	-	1.0	1.5	3.5	1.7	2.7	2.1
Centennial Education Center	-	100	0	50	100	67	-	0	0	50	0	17	-	0	100	0	0	17	-	1.0	5.0	2.0	2.0	2.2
Adult Learning Center	100	-	-	100	-	100	-	-	-	-	-	-	-	-	-	-	-	-	2.0	-	-	2.0	-	2.0
TOTAL	85	100	83	82	100	89	8	0	8	14	0	7	8	0	8	5	0	4	1.8	1.4	2.1	1.8	2.1	1.8
The percentage of minority faculty should reflect the percentage of minority students at RSC. (quest2)																								
Santa Ana Campus	46	13	30	41	38	35	27	25	10	12	13	17	27	63	60	47	50	48	2.9	3.8	3.3	2.9	2.8	3.1
Orange Campus	0	25	0	33	100	36	100	25	100	33	0	36	0	50	0	33	0	27	3.0	3.3	2.0	3.0	1.3	2.5
Centennial Education Center	-	0	0	50	100	33	-	0	100	50	0	33	-	100	0	0	0	33	-	4.5	3.0	2.0	2.0	3.0
Adult Learning Center	100	-	-	0	-	50	-	-	-	-	-	-	0	-	-	100	-	50	1.0	-	-	5.0	-	3.0
TOTAL	46	14	25	39	55	36	31	21	25	17	9	21	23	64	50	44	36	44	2.8	3.6	3.1	3.0	2.3	3.0
I am willing to further modify my course content in order to include minoirty and/or non-Western ideas. (quest3)																								
Santa Ana Campus	100	80	100	83	100	93	0	20	0	17	0	8	-	-	-	-	-	-	1.6	1.6	1.4	1.8	1.5	1.6
Orange Campus	-	50	-	100	50	71	-	0	-	0	50	14	-	50	-	0	0	14	-	3.0	1.0	1.3	1.7	1.8
Centennial Education Center	-	50	100	100	100	83	-	50	0	0	0	17	-	-	-	-	-	-	-	2.0	1.0	1.5	2.0	1.7
Adult Learning Center	-	-	-	100	-	100	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2.0	-	2.0
TOTAL	100	67	100	89	89	89	0	22	0	11	11	9	0	11	0	0	0	2	1.6	2.0	1.3	1.7	1.6	1.7

	By Years Worked at RSC																		Average					
	Strongly Agree/Agree						Neutral						Disagree/Strongly Disagree											
	1-5	6-10	11-15	16-20	20+	Total	1-5	6-10	11-15	16-20	20+	Total	1-5	6-10	11-15	16-20	20+	Total	1-5	6-10	11-15	16-20	20+	Total
Ethnic minorities have equal opportunities for recognition, respect, and advancement in my department. (quest8)																								
Santa Ana Campus	83	100	89	94	100	93	8	0	11	0	0	4	8	0	0	6	0	4	1.7	1.3	1.8	1.5	1.4	1.5
Orange Campus	100	100	100	100	100	100	-	-	-	-	-	-	-	-	-	-	-	-	2.0	1.3	1.5	1.3	2.7	1.7
Centennial Education Center	-	100	100	50	100	83	-	0	0	50	0	17	-	-	-	-	-	-	-	1.0	1.0	3.5	2.0	2.0
Adult Learning Center	0	-	-	100	-	50	100	-	-	0	-	50	-	-	-	-	-	-	3.0	-	-	1.0	-	2.0
TOTAL	79	100	91	91	100	92	14	0	9	0	0	4	7	0	0	9	0	4	1.8	1.2	1.7	1.6	1.8	1.6
RSC is committed to increaseing thenumbers and percentages of ethnic minorities in classified, faculty, and administrative positions. (quest9)																								
Santa Ana Campus	91	88	67	81	83	82	9	13	11	13	17	12	0	0	22	6	0	6	1.8	1.8	2.4	1.9	1.8	1.9
Orange Campus	0	75	100	67	100	73	100	25	0	0	0	18	0	0	0	33	0	5	3.0	2.0	2.5	2.3	2.3	2.3
Centennial Education Center	-	50	100	0	100	60	-	50	0	0	0	20	-	0	0	100	0	20	-	2.0	1.0	4.0	2.0	2.2
Adult Learning Center	0	-	-	100	-	50	100	-	-	0	-	50	-	-	-	-	-	-	3.0	-	-	1.0	-	2.0
TOTAL	77	79	73	76	89	78	23	21	9	10	11	15	0	0	18	14	0	7	1.8	1.9	2.3	2.0	2.0	2.0
Obstacles to achieving gender balance of the faculty here are: the scarcity of women who are interested in teaching. (quest16a)																								
Santa Ana Campus	10	0	0	0	29	7	10	20	0	6	14	9	80	80	100	54	57	84	4.0	3.7	4.3	4.2	-	4.2
Orange Campus	-	-	-	-	-	-	0	0	100	0	50	25	100	100	0	100	50	75	-	4.0	4.5	4.0	-	4.1
Centennial Education Center	-	-	-	-	-	-	-	0	0	100	100	40	-	100	100	0	0	60	-	-	3.0	4.5	-	4.2
Adult Learning Center	-	-	-	-	-	-	-	-	-	-	-	-	100	-	-	-	-	100	4.0	-	-	-	-	4.0
TOTAL	8	0	0	0	20	5	8	13	13	10	30	14	83	88	88	91	50	81	4.0	3.8	4.2	4.2	-	4.2

	By Years Worked at RSC																		Average					
	Strongly Agree/Agree						Neutral						Disagree/Strongly Disagree											
	1-5	6-10	11-15	16-20	20+	Total	1-5	6-10	11-15	16-20	20+	Total	1-5	6-10	11-15	16-20	20+	Total	1-5	6-10	11-15	16-20	20+	Total
Obstacles to achieving gender balance of the faculty here are: the scarcity of qualified female faculty. (quest16b)																								
Santa Ana Campus	0	20	14	6	29	11	10	0	0	0	14	4	90	80	86	94	57	85	4.5	3.6	4.3	4.3	3.7	4.2
Orange Campus	-	-	-	-	-	-	0	0	100	0	0	14	100	100	0	100	100	86	4.0	4.0	4.0	4.7	4.5	4.3
Centennial Education Center	-	-	-	-	-	-	-	0	0	100	100	40	-	100	100	0	0	60	-	5.0	5.0	3.0	3.0	4.2
Adult Learning Center	-	-	-	-	-	-	-	-	-	-	-	-	100	-	-	-	-	100	5.0	-	-	-	-	5.0
TOTAL	0	13	11	5	22	9	8	0	11	5	22	9	92	88	78	91	56	83	4.5	4.0	4.3	4.3	3.8	4.2
Obstacles to achieving gender balance of the faculty here are: lack of campus interest in recruiting female faculty. (quest16c)																								
Santa Ana Campus	22	0	14	19	33	13	11	0	14	6	33	12	67	100	71	75	33	70	3.5	4.2	3.7	3.8	2.8	3.6
Orange Campus	-	-	-	-	-	-	0	0	100	33	0	25	100	100	0	67	100	75	4.0	4.0	2.0	4.0	3.0	3.3
Centennial Education Center	-	-	-	-	-	-	-	0	0	100	100	40	-	100	100	0	0	60	-	5.0	5.0	3.0	3.0	4.2
Adult Learning Center	-	-	-	-	-	-	-	-	-	-	-	-	100	-	-	-	-	100	4.0	-	-	-	-	4.0
TOTAL	18	0	11	15	22	14	9	0	22	15	33	16	73	100	67	70	44	70	3.6	4.4	3.5	3.8	2.9	3.6
Obstacles to achieving gender balance of the faculty here are: difficulty of retaining qualified faculty from all groups. (quest16d)																								
Santa Ana Campus	50	20	43	29	17	33	10	40	0	6	67	18	40	40	57	65	17	49	3.0	3.2	3.3	3.4	2.8	3.2
Orange Campus	0	50	0	0	0	11	0	0	100	33	0	22	100	50	0	67	100	67	4.0	3.0	4.0	4.0	3.3	3.6
Centennial Education Center	-	50	0	100	0	40	-	50	100	0	100	60	-	-	-	-	-	-	-	2.0	3.0	2.0	3.0	2.4
Adult Learning Center	-	-	-	-	-	-	-	-	-	-	-	-	100	-	-	-	-	100	4.0	-	-	-	-	4.0
TOTAL	42	33	33	29	11	30	8	33	22	10	56	22	50	33	44	62	33	48	3.2	2.9	3.4	3.4	3.0	3.2

	By Years Worked at RSC																		Average					
	Strongly Agree/Agree						Neutral						Disagree/Strongly Disagree											
	1-5	6-10	11-15	16-20	20+	Total	1-5	6-10	11-15	16-20	20+	Total	1-5	6-10	11-15	16-20	20+	Total	1-5	6-10	11-15	16-20	20+	Total
Obstacles to achieving gender balance of the faculty here are: absence of top administrators from all groups. (quest16e)																								
Santa Ana Campus	27	0	29	24	14	21	9	60	0	12	43	19	64	40	71	65	43	60	3.4	3.4	3.6	3.6	3.3	3.5
Orange Campus	0	0	0	67	0	25	0	0	100	0	0	13	100	100	0	33	100	63	4.0	4.0	2.0	2.7	3.7	3.1
Centennial Education Center	-	50	0	100	0	40	-	0	100	0	100	40	-	50	0	0	0	20	-	3.5	3.0	2.0	3.0	3.0
Adult Learning Center	100	-	-	0	-	50	-	-	-	-	-	-	0	-	-	100	-	50	1.0	-	-	5.0	-	3.0
TOTAL	31	13	22	32	10	24	8	38	22	9	40	19	62	50	56	59	50	57	3.3	3.5	3.2	3.5	3.4	3.4
Obstacles to achieving gender balance of the faculty here are: lack of desire on the part of faculty. (quest16f)																								
Santa Ana Campus	18	0	14	0	29	11	9	0	29	18	29	17	73	100	57	92	43	72	3.8	4.2	3.6	4.1	3.0	3.8
Orange Campus	0	0	0	33	0	13	0	0	100	0	0	13	100	100	0	67	100	75	4.0	4.0	2.0	3.7	3.3	3.3
Centennial Education Center	-	50	0	100	0	40	-	0	100	0	100	40	-	50	0	0	0	20	-	3.5	3.0	1.0	3.0	2.8
Adult Learning Center	-	-	-	-	-	-	-	-	-	-	-	-	100	-	-	100	-	100	4.0	-	-	5.0	-	4.5
TOTAL	15	13	11	9	20	13	8	0	44	14	30	18	77	88	44	77	50	69	3.8	4.0	3.2	3.9	3.1	3.6

Equity Study Questionnaire Response Distributions
Staff Questionnaire
Responses by Ethnicity

	By Ethnicity																							
	Frequently						Occasionally/Seldom						Never						Average					
	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total
I feel that I don't fit in very well with my colleagues. (fit)																								
Santa Ana Campus	0	17	0	2	0	3	0	50	35	33	20	33	100	33	65	65	80	65	3.0	2.2	2.6	2.6	2.8	2.6
Orange Campus	0	-	0	22	-	18	0	-	0	11	-	9	100	-	100	67	-	73	3.0	-	3.0	2.4	-	2.5
Centennial Education Center	-	-	14	0	0	4	-	-	43	53	100	52	-	-	43	47	0	44	-	-	2.3	2.5	2.0	2.4
Adult Learning Center	-	-	-	-	-	-	-	-	0	33	-	25	-	-	100	67	-	75	-	-	3.0	2.7	-	2.8
TOTAL	0	17	4	3	0	4	0	50	35	34	33	34	100	33	62	63	67	62	3.0	2.2	2.6	2.6	2.7	2.6
I am treated rudely at RSC by: faculty, staff or administrators of my ethnic group. (item7a)																								
Santa Ana Campus	0	0	0	2	0	2	0	40	33	25	14	26	100	60	67	72	86	72	3.0	2.6	2.7	2.7	2.9	2.7
Orange Campus	-	-	-	-	-	-	0	-	0	11	-	9	100	-	100	89	-	91	3.0	-	3.0	2.9	-	2.9
Centennial Education Center	-	-	13	13	0	13	-	-	38	20	0	25	-	-	50	67	100	63	-	-	2.4	2.5	3.0	2.5
Adult Learning Center	-	-	-	-	-	-	-	-	100	0	-	20	-	-	0	100	-	80	-	-	2.0	3.0	-	2.8
TOTAL	0	0	4	4	0	3	0	40	36	23	13	25	100	60	60	74	88	72	3.0	2.6	2.6	2.7	2.9	2.7
I am treated rudely at RSC by: faculty, staff or administrators of other ethnic groups. (item7b)																								
Santa Ana Campus	-	-	-	-	-	-	0	80	40	26	29	30	100	20	60	74	71	70	3.0	2.2	2.6	2.7	2.7	2.7
Orange Campus	-	-	-	-	-	-	0	-	0	11	-	9	10	-	100	89	-	91	3.0	-	3.0	2.9	-	2.9
Centennial Education Center	-	-	38	0	0	13	-	-	25	40	0	33	-	-	38	60	100	54	-	-	2.0	2.6	3.0	2.4
Adult Learning Center	-	-	-	-	-	-	-	-	100	25	-	40	-	-	0	75	-	60	-	-	2.0	2.8	-	2.6
TOTAL	0	0	12	0	0	2	0	80	36	27	25	30	100	20	52	73	75	68	3.0	2.2	2.4	2.7	2.8	2.7
I am treated rudely at RSC by: students. (item7f)																								
Santa Ana Campus	0	0	0	1	0	1	0	67	27	30	29	31	100	33	73	69	71	68	3.0	2.3	2.7	2.7	2.7	2.7
Orange Campus	0	-	0	11	-	9	0	-	0	56	-	46	100	-	100	33	-	46	3.0	-	3.0	2.2	-	2.4
Centennial Education Center	-	-	14	0	0	4	-	-	14	33	0	26	-	-	71	67	100	70	-	-	2.6	2.7	3.0	2.7
Adult Learning Center	-	-	-	-	-	-	-	-	0	33	-	25	-	-	100	67	-	75	-	-	3.0	2.7	-	2.8
TOTAL	0	0	4	2	0	2	0	67	21	32	25	31	100	33	75	66	75	67	3.0	2.3	2.7	2.6	2.8	2.7

	By Ethnicity																							
	Frequently						Occasionally/Seldom						Never						Average					
	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total
I am treated rudely at RSC by: people from the community surrounding the campus. (item7g)																								
Santa Ana Campus	0	17	0	1	0	2	0	17	8	17	14	16	100	67	92	82	86	82	3.0	2.5	2.9	2.8	2.9	2.8
Orange Campus	-	-	-	-	-	-	0	-	0	13	-	10	100	-	100	88	-	50	3.0	-	3.0	2.9	-	2.9
Centennial Education Center	-	-	-	-	-	-	-	-	29	21	0	23	-	-	71	79	100	77	-	-	2.7	2.8	3.0	2.8
Adult Learning Center	-	-	-	-	-	-	-	-	-	-	-	-	-	-	100	100	-	100	-	-	3.0	3.0	-	3.0
TOTAL	0	17	0	1	0	1	0	17	14	17	13	16	100	67	86	82	88	83	3.0	2.5	2.9	2.8	2.9	2.8
I am treated rudely at RSC by: other. (item7h)																								
Santa Ana Campus	0	50	33	8	33	14	0	0	33	15	33	17	100	50	33	77	33	69	3.0	2.0	2.0	2.7	2.0	2.6
Orange Campus	0	-	-	50	-	33	0	-	-	50	-	33	100	-	-	0	-	33	3.0	-	-	1.5	-	2.0
Centennial Education Center	-	-	0	13	0	8	-	-	33	38	0	33	-	-	67	50	100	58	-	-	2.7	2.4	3.0	2.5
Adult Learning Center	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TOTAL	0	50	17	11	25	14	0	0	33	22	25	22	100	50	50	67	50	64	2.0	2.0	2.3	2.6	2.3	2.5
I collaborate professionally with faculty and/or staff of: my ethnic group. (item8a)																								
Santa Ana Campus	50	17	78	76	71	73	50	50	17	21	14	22	0	33	6	2	14	5	1.5	2.2	1.3	1.3	1.4	1.3
Orange Campus	0	-	100	80	-	75	100	-	0	10	-	17	0	-	0	10	-	8	2.0	-	1.0	1.3	-	1.3
Centennial Education Center	-	-	86	73	100	78	-	-	0	13	0	5	-	-	14	13	0	13	-	-	1.3	1.4	1.0	1.3
Adult Learning Center	-	-	0	100	-	83	-	-	100	0	-	17	-	-	-	-	-	-	-	-	2.0	1.0	-	1.2
TOTAL	33	17	78	77	75	74	67	50	15	19	13	20	0	33	7	4	13	6	1.7	2.2	1.3	1.3	1.4	1.3
I collaborate professionally with faculty and/or staff of: other ethnic groups. (item8b)																								
Santa Ana Campus	50	33	74	73	100	73	50	50	16	24	0	23	0	17	11	2	0	4	1.5	1.8	1.4	1.3	1.0	1.3
Orange Campus	0	-	100	70	-	67	100	-	0	20	-	25	0	-	0	10	-	8	2.0	-	1.0	1.4	-	1.4
Centennial Education Center	-	-	100	78	100	86	-	-	0	7	0	5	-	-	0	14	0	9	-	-	1.0	1.4	1.0	1.2
Adult Learning Center	-	-	100	100	-	100	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1.0	1.0	-	1.0
TOTAL	33	33	82	75	100	75	67	50	11	21	0	20	0	17	7	4	0	5	1.7	1.8	1.3	1.3	1.0	1.3

	By Ethnicity																		Average					
	Frequently						Occasionally/Seldom						Never											
	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total
I interact socially with faculty and/or staff of: my ethnic group. (item9a)																								
Santa Ana Campus	50	33	32	43	80	42	50	33	42	49	0	45	0	33	26	8	20	13	1.5	2.0	1.9	1.7	1.4	1.7
Orange Campus	0	-	0	60	-	50	100	-	100	40	-	50	-	-	-	-	-	-	2.0	-	2.0	1.4	-	1.5
Centennial Education Center	-	-	50	60	100	58	-	-	38	20	0	25	-	-	13	20	0	17	-	-	1.6	1.6	1.0	1.6
Adult Learning Center	-	-	100	50	-	60	-	-	0	50	-	40	-	-	-	-	-	-	-	-	1.0	1.5	-	1.4
TOTAL	33	33	38	47	83	46	67	33	41	44	0	42	0	33	21	9	17	12	1.7	2.0	1.8	1.6	1.3	1.7
I interact socially with faculty and/or staff of: other ethnic groups. (item9b)																								
Santa Ana Campus	50	67	37	34	83	39	50	0	42	58	0	50	0	33	21	8	17	12	1.5	1.7	1.8	1.7	1.3	1.7
Orange Campus	0	-	0	40	-	33	100	-	0	50	-	50	0	-	100	10	-	17	2.0	-	3.0	1.7	-	1.8
Centennial Education Center	-	-	50	60	100	58	-	-	38	20	0	25	-	-	13	20	0	17	-	-	1.6	1.6	1.0	1.6
Adult Learning Center	-	-	100	50	-	60	-	-	0	50	-	40	-	-	-	-	-	-	-	-	1.0	1.5	-	1.4
TOTAL	33	67	41	38	86	42	67	0	38	52	0	46	0	33	21	10	14	13	1.7	1.7	1.8	1.7	1.3	1.7
I have seen or heard about racist behavior initiated by: ethnic minority support personnel. (item10a)																								
Santa Ana Campus	0	0	6	4	0	4	0	25	29	28	50	29	100	75	65	69	50	68	3.0	2.8	2.6	2.7	2.5	2.6
Orange Campus	-	-	-	-	-	-	0	-	0	30	-	25	100	-	100	70	-	75	3.0	-	3.0	2.7	-	2.8
Centennial Education Center	-	-	0	8	100	10	-	-	14	31	0	24	-	-	86	62	0	67	-	-	2.9	2.5	1.0	2.6
Adult Learning Center	-	-	-	-	-	-	-	25	0	33	-	25	-	-	100	67	-	75	-	-	3.0	2.7	-	2.8
TOTAL	0	0	4	4	15	4	0		23	28	43	28	100	75	73	68	43	68	3.0	2.8	2.7	2.6	2.3	2.6
I have seen or heard about racist behavior initiated by: non-ethnic minority support personnel. (item10b)																								
Santa Ana Campus	0	0	13	1	0	3	0	50	31	37	33	36	100	50	56	62	67	61	3.0	2.5	2.4	2.6	2.7	2.6
Orange Campus	-	-	-	-	-	-	0	-	100	30	-	33	100	-	0	70	-	67	3.0	-	2.0	2.7	-	2.7
Centennial Education Center	-	-	0	7	0	5	-	-	43	21	100	32	-	-	57	21	0	64	-	-	2.6	2.6	2.0	2.6
Adult Learning Center	-	-	0	25	-	20	-	-	100	25	-	40	-	-	0	50	-	40	-	-	2.0	2.3	-	2.2
TOTAL	0	0	8	3	0	3	0	50	40	34	43	35	100	50	52	63	57	61	3.0	2.5	2.4	2.6	2.6	2.6

	By Ethnicity																			Average				
	Frequently						Occasionally/Seldom						Never										
	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total
I have seen or heard about racist behavior initiated by: ethnic minority faculty. (item10c)																								
Santa Ana Campus	0	0	0	3	0	2	0	50	31	27	50	30	100	50	69	71	50	69	3.0	2.5	2.7	2.7	2.5	2.7
Orange Campus	-	-	-	-	-	-	0	-	0	40	-	33	100	-	100	60	-	67	3.0	-	3.0	2.6	-	2.7
Centennial Education Center	-	-	0	0	100	5	-	-	29	15	0	19	-	-	71	85	0	76	-	-	2.7	2.8	1.0	2.7
Adult Learning Center	-	-	-	-	-	-	-	-	100	33	-	50	-	-	0	67	-	50	-	-	2.0	2.7	-	2.5
TOTAL	0	0	0	2	14	2	0	50	32	27	43	29	100	50	68	71	43	69	3.0	2.5	2.7	2.7	2.3	2.7
I have seen or heard about racist behavior initiated by: non-ethnic minority faculty. (item10d)																								
Santa Ana Campus	0	25	11	0	0	3	0	25	44	36	33	36	100	50	44	64	67	61	3.0	2.3	2.3	2.6	2.7	2.6
Orange Campus	-	-	-	-	-	-	0	-	100	40	-	42	100	-	0	60	-	58	3.0	-	2.0	2.6	-	2.6
Centennial Education Center	-	-	-	-	-	-	-	-	57	23	100	38	-	-	43	78	0	62	-	-	2.4	2.8	2.0	2.6
Adult Learning Center	-	-	-	-	-	-	-	-	100	33	-	50	-	-	0	67	-	50	-	-	2.0	2.7	-	2.5
TOTAL	0	25	7	0	0	2	0	25	52	35	43	37	100	50	41	65	57	61	3.0	2.3	2.3	2.7	2.6	2.6
I have seen or heard about racist behavior initiated by: ethnic minority students. (item10e)																								
Santa Ana Campus	0	0	0	3	0	2	0	50	60	39	67	43	100	50	40	59	33	55	3.0	2.5	2.4	2.6	2.3	2.5
Orange Campus	-	-	-	-	-	-	0	-	0	33	-	27	100	-	100	67	-	73	3.0	-	3.0	2.7	-	2.7
Centennial Education Center	-	-	14	0	100	9	-	-	43	40	0	39	-	-	43	60	0	52	-	-	2.3	2.6	1.0	2.4
Adult Learning Center	-	-	-	-	-	-	-	-	100	50	-	67	-	-	0	50	-	33	-	-	2.0	2.5	-	2.3
TOTAL	0	0	4	2	14	3	0	50	54	39	57	42	100	50	42	59	29	55	3.0	2.5	2.4	2.6	2.1	2.5
I have seen or heard about racist behavior initiated by: non-ethnic minority students. (item10f)																								
Santa Ana Campus	0	0	6	0	0	1	0	50	44	39	67	42	100	50	50	61	33	58	3.0	2.5	2.4	2.6	2.3	2.6
Orange Campus	0	-	100	0	-	9	0	-	0	33	-	27	100	-	0	55	-	64	3.0	-	1.0	2.7	-	2.5
Centennial Education Center	-	-	17	7	0	9	-	-	33	47	100	46	-	-	50	47	0	46	-	-	2.3	2.4	2.0	2.4
Adult Learning Center	-	-	100	0	-	33	-	-	0	50	-	33	-	-	0	50	-	33	-	-	1.0	2.5	-	2.0
TOTAL	0	0	17	1	0	4	0	50	38	40	71	41	100	50	46	59	29	56	3.0	2.5	2.3	2.6	2.3	2.5

	By Ethnicity																							
	Frequently						Occasionally/Seldom						Never						Average					
	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total
I have seen or heard about racist behavior initiated by: people from the community surrounding the campus. (item10g)																								
Santa Ana Campus	0	0	0	6	0	5	0	0	47	44	60	43	100	100	53	49	40	52	3.0	3.0	2.5	2.4	2.4	2.5
Orange Campus	0	-	0	10	-	8	0	-	100	30	-	33	100	-	0	60	-	58	3.0	-	2.0	2.5	-	2.5
Centennial Education Center	-	-	0	0	100	5	-	-	17	39	0	30	-	-	83	62	0	65	-	-	2.8	2.6	1.0	2.6
Adult Learning Center	-	-	-	-	-	-	-	-	0	33	-	25	-	-	100	67	-	75	-	-	3.0	2.7	-	2.8
TOTAL	0	0	0	6	17	5	0	0	39	42	50	40	100	100	61	52	33	55	3.0	3.0	2.6	2.5	2.2	2.5
I have seen or heard about campus events where: specific ethnic groups are portrayed negatively. (item11a)																								
Santa Ana Campus	0	0	7	0	0	1	0	60	21	13	14	16	100	40	71	87	86	83	3.0	2.4	2.6	2.9	2.9	2.8
Orange Campus	0	-	100	0	-	8	-	-	-	-	-	-	100	-	0	100	-	92	3.0	-	1.0	3.0	-	2.8
Centennial Education Center	-	-	13	0	0	4	-	-	13	7	0	8	-	-	75	93	100	88	-	-	2.6	2.9	3.0	2.8
Adult Learning Center	-	-	100	20	-	33	-	-	-	-	-	-	-	-	0	80	-	67	-	-	1.0	2.6	-	2.3
TOTAL	0	0	17	1	0	3	0	60	17	10	13	13	100	40	67	89	88	84	3.0	2.4	2.5	2.9	2.9	2.8
I have seen or heard about campus events where: disabled individuals in general are portrayed negatively. (item11d)																								
Santa Ana Campus	0	0	0	1	0	1	0	50	15	6	29	10	100	50	85	93	71	89	3.0	2.5	2.8	2.9	2.7	2.9
Orange Campus	-	-	-	-	-	-	0	-	100	0	-	8	100	-	0	100	-	92	3.0	-	2.0	3.0	-	2.9
Centennial Education Center	-	-	-	-	-	-	-	-	25	14	0	17	-	-	75	86	100	83	-	-	2.8	2.9	3.0	2.8
Adult Learning Center	-	-	0	20	-	17	-	-	-	-	-	-	-	-	100	80	-	83	-	-	3.0	2.6	-	2.7
TOTAL	0	0	0	2	0	1	0	50	22	6	25	11	100	50	78	92	75	88	3.0	2.5	2.8	2.9	2.8	2.9

	By Ethnicity																		Average					
	Frequently						Occasionally/Seldom						Never											
	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total
have seen on this campus: books in the library written from a variety of racial, ethnic, or cultural viewpoints. (item13a)																								
Santa Ana Campus	100	67	25	53	40	51	0	17	50	25	20	26	0	17	25	22	40	23	1.0	1.5	2.0	1.7	2.0	1.7
Orange Campus	0	-	0	80	-	57	0	-	0	20	-	14	100	-	100	0	-	29	3.0	-	3.0	1.2	-	1.7
Centennial Education Center	-	-	50	46	100	50	-	-	33	36	0	33	-	-	17	18	0	17	-	-	1.7	1.7	1.0	1.7
Adult Learning Center	-	-	100	50	-	67	-	-	-	-	-	-	-	-	0	50	-	33	-	-	1.0	2.0	-	1.7
TOTAL	67	67	38	53	50	52	0	17	38	26	17	26	33	17	25	21	33	22	1.7	1.5	1.9	1.7	1.8	1.7
have seen on this campus: textbooks in the bookstore written from a variety of racial, ethnic, or cultural viewpoints. (item13b)																								
Santa Ana Campus	100	33	11	47	50	43	0	50	67	28	0	33	0	17	22	25	50	25	1.0	1.8	2.1	1.8	2.0	1.8
Orange Campus	0	-	0	40	-	29	0	-	0	60	-	43	100	-	100	0	-	29	3.0	-	3.0	1.6	-	2.0
Centennial Education Center	-	-	33	46	100	44	-	-	50	46	0	44	-	-	17	9	0	11	-	-	1.8	1.6	1.0	1.7
Adult Learning Center	-	-	0	33	-	33	-	-	100	0	-	33	-	-	0	50	-	33	-	-	2.0	2.0	-	2.0
TOTAL	50	33	18	47	60	42	0	50	59	32	0	36	50	17	24	21	40	23	2.0	1.8	2.1	1.7	1.8	1.8
have seen on this campus: art reflecting various ethnic cultures. (item13c)																								
Santa Ana Campus	100	50	17	60	29	54	0	50	58	27	57	33	0	0	25	13	14	14	1.0	1.5	2.1	1.5	1.9	1.6
Orange Campus	0	-	0	71	-	56	0	-	0	14	-	11	100	-	100	14	-	33	3.0	-	3.0	1.4	-	1.8
Centennial Education Center	-	-	25	58	100	48	-	-	38	33	0	33	-	-	38	8	0	19	-	-	2.1	1.5	1.0	1.7
Adult Learning Center	-	-	100	50	-	60	-	-	-	-	-	-	-	-	0	50	-	40	-	-	1.0	2.0	-	1.8
TOTAL	67	50	23	60	38	53	0	50	46	26	50	30	33	0	32	14	13	17	1.7	1.5	2.1	1.5	1.8	1.6
have seen on this campus: negative graffiti about certain ethnic groups. (item13e)																								
Santa Ana Campus	0	20	15	8	0	9	50	40	46	38	57	51	50	40	39	55	43	51	2.5	2.2	2.2	2.5	2.4	2.4
Orange Campus	0	-	-	13	-	11	0	-	-	25	-	22	100	-	-	13	-	67	3.0	-	-	2.5	-	2.6
Centennial Education Center	-	-	25	15	0	18	-	-	25	31	100	32	-	-	50	54	0	50	-	-	2.3	2.4	2.0	2.3
Adult Learning Center	-	-	0	25	-	20	-	-	0	50	-	40	-	-	100	25	-	40	-	-	3.0	2.0	-	2.2
TOTAL	0	20	18	10	0	11	33	40	36	36	63	38	67	40	46	54	38	51	2.7	2.2	2.3	2.4	2.4	2.4

	By Ethnicity																		Average					
	Frequently						Occasionally/Seldom						Never											
	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total
I see materials in campus media that increases my understanding of individuals based on: their ethnicity. (item14a)																								
Santa Ana Campus	50	0	13	30	17	26	50	60	60	59	67	60	0	40	27	11	17	14	1.5	2.4	2.1	1.8	2.0	1.9
Orange Campus	-	-	-	-	-	-	0	-	100	100	-	86	100	-	0	0	-	14	3.0	-	2.0	2.0	-	2.1
Centennial Education Center	-	-	0	18	100	18	-	-	20	46	0	35	-	-	80	36	0	47	-	-	2.8	2.2	1.0	2.3
Adult Learning Center	-	-	0	33	-	25	-	-	100	33	-	50	-	-	0	33	-	25	-	-	2.0	2.0	-	2.0
TOTAL	33	0	9	27	29	24	33	60	55	59	57	58	33	40	36	14	14	19	2.0	2.4	2.3	1.9	1.9	1.9
I see materials in campus media that increases my understanding of individuals based on: their disability. (item14c)																								
Santa Ana Campus	50	20	15	24	0	22	50	40	46	55	67	54	0	40	39	20	33	24	1.5	2.2	2.2	2.0	2.3	2.0
Orange Campus	-	-	-	-	-	-	0	-	0	80	-	57	100	-	100	20	-	43	3.0	-	3.0	2.2	-	2.4
Centennial Education Center	-	-	20	9	0	12	-	-	40	36	100	41	-	-	40	55	0	47	-	-	2.2	2.5	2.0	2.4
Adult Learning Center	-	-	-	-	-	-	-	-	100	33	-	50	-	-	0	67	-	50	-	-	2.0	2.7	-	2.5
TOTAL	33	20	15	20	0	19	33	40	45	54	71	52	33	40	40	26	29	29	2.0	2.2	2.3	2.1	2.3	2.1
I see materials in campus media that increases my understanding of individuals based on: their academic preparation or lack of preparation for college. (item14d)																								
Santa Ana Campus	0	20	14	31	17	27	100	20	57	49	50	49	0	60	29	20	33	24	2.0	2.4	2.1	1.9	2.2	2.0
Orange Campus	0	-	0	20	-	14	0	-	100	80	-	71	100	-	0	0	-	14	3.0	-	2.0	1.8	-	2.0
Centennial Education Center	-	-	0	30	100	25	-	-	60	40	0	44	-	-	40	30	0	31	-	-	2.4	2.0	1.0	2.1
Adult Learning Center	-	-	0	33	-	25	-	-	100	0	-	25	-	-	0	67	-	50	-	-	2.0	2.3	-	2.3
TOTAL	0	20	10	30	29	26	50	20	62	48	43	49	50	60	29	22	29	25	2.5	2.4	2.2	1.9	2.0	2.0

	By Ethnicity																							
	Frequently						Occasionally/Seldom						Never						Average					
	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total
I see materials in campus media in which individuals are stereotyped based on: their ethnicity. (item15a)																								
Santa Ana Campus	0	0	0	6	0	4	0	75	40	19	33	24	100	25	60	76	67	72	3.0	2.3	2.6	2.7	2.7	2.7
Orange Campus	-	-	-	-	-	-	-	-	-	-	-	-	100	-	-	100	-	100	3.0	-	-	3.0	-	3.0
Centennial Education Center	-	-	0	10	0	6	-	-	60	20	0	31	-	-	40	70	100	63	-	-	2.4	2.6	3.0	2.6
Adult Learning Center	-	-	-	-	-	-	-	-	100	0	-	25	-	-	0	100	-	75	-	-	2.0	3.0	-	2.8
TOTAL	0	0	0	6	0	4	0	75	50	17	29	24	100	25	50	78	71	72	3.0	2.3	2.5	2.7	2.7	2.7
I see materials in campus media in which individuals are stereotyped based on: their disability. (item15c)																								
Santa Ana Campus	-	-	-	-	-	-	0	50	20	16	33	18	100	50	80	84	67	82	3.0	2.5	2.8	2.8	2.7	2.8
Orange Campus	-	-	-	-	-	-	-	-	-	-	-	-	100	-	-	100	-	100	3.0	-	-	3.0	-	3.0
Centennial Education Center	-	-	0	10	0	6	-	-	20	20	0	19	-	-	80	70	100	75	-	-	2.8	2.6	3.0	2.7
Adult Learning Center	-	-	-	-	-	-	-	-	100	0	-	25	-	-	0	100	-	75	-	-	2.0	3.0	-	2.8
TOTAL	0	0	0	1	0	1	0	50	25	15	29	17	100	50	75	84	71	82	3.0	2.5	2.8	2.8	2.7	2.8
I see materials in campus media in which individuals are stereotyped based on: their academic preparation or lack of preparation. (item15d)																								
Santa Ana Campus	0	0	0	1	0	1	0	50	36	28	50	30	100	50	64	71	50	69	3.0	2.5	2.6	2.7	2.5	2.7
Orange Campus	-	-	-	-	-	-	-	-	-	-	-	-	100	-	-	100	-	100	3.0	-	-	3.0	-	3.0
Centennial Education Center	-	-	0	10	0	6	-	-	40	10	0	19	-	-	60	80	100	75	-	-	2.6	2.7	3.0	2.7
Adult Learning Center	-	-	-	-	-	-	-	-	100	0	-	25	-	-	-	100	-	75	-	-	2.0	3.0	-	2.8
TOTAL	0	0	0	2	0	2	0	50	41	23	43	27	100	50	59	75	57	72	3.0	2.5	2.6	2.6	2.6	2.7

	By Ethnicity																		Average					
	Frequently						Occasionally/Seldom						Never											
	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total
At RSC, I have been discriminated against recently because of my: race/ethnicity. (item16a)																								
Santa Ana Campus	0	25	7	2	0	3	0	25	7	19	14	17	100	50	87	79	86	80	3.0	2.3	2.8	2.8	2.9	2.8
Orange Campus	-	-	-	-	-	-	-	-	-	-	-	-	100	-	100	100	-	100	3.0	-	3.0	3.0	-	3.0
Centennial Education Center	-	-	-	-	-	-	-	-	38	13	0	21	-	-	63	87	100	79	-	-	2.6	2.9	3.0	2.8
Adult Learning Center	-	-	-	-	-	-	-	-	0	20	-	17	-	-	100	80	-	83	-	-	3.0	2.8	-	2.8
TOTAL	0	25	4	2	0	3	0	25	16	17	13	16	100	50	80	82	88	81	3.0	2.3	2.8	2.8	2.9	2.8
At RSC, I have been discriminated against recently because of my: sexual orientation. (item16c)																								
Santa Ana Campus	0	33	0	1	0	2	0	0	0	2	14	3	100	67	100	67	86	96	3.0	2.3	3.0	3.0	2.9	2.9
Orange Campus	-	-	-	-	-	-	-	-	-	-	-	-	100	-	100	100	-	100	3.0	-	3.0	3.0	-	3.0
Centennial Education Center	-	-	-	-	-	-	-	-	25	0	0	9	-	-	75	100	100	91	-	-	2.8	3.0	3.0	2.9
Adult Learning Center	-	-	-	-	-	-	-	-	-	-	-	-	-	-	100	100	-	100	-	-	3.0	3.0	-	3.0
TOTAL	0	33	0	1	0	1	0	0	8	2	13	3	100	67	92	97	88	95	3.0	2.3	2.9	3.0	2.9	2.9
At RSC, I have been discriminated against recently because of my: disability. (item16d)																								
Santa Ana Campus	0	0	0	0	17	1	0	0	8	1	17	3	100	100	92	99	67	96	3.0	3.0	2.9	3.0	2.5	3.0
Orange Campus	-	-	-	-	-	-	-	-	-	-	-	-	100	-	100	100	-	100	3.0	-	3.0	3.0	-	3.0
Centennial Education Center	-	-	-	-	-	-	-	-	13	15	0	14	-	-	88	87	100	86	-	-	2.9	2.8	3.0	2.9
Adult Learning Center	-	-	-	-	-	-	-	-	-	-	-	-	-	-	100	100	-	100	-	-	3.0	3.0	-	3.0
TOTAL	0	0	0	0	14	1	0	0	9	3	14	4	100	100	91	97	71	95	3.0	3.0	2.9	3.0	2.6	2.9
At RSC, I have been discriminated against recently because of my: religion. (item16e)																								
Santa Ana Campus	-	-	-	-	-	-	0	0	7	5	14	5	100	100	93	95	86	95	3.0	3.0	2.9	3.0	2.9	2.9
Orange Campus	-	-	-	-	-	-	-	-	-	-	-	-	100	-	100	100	-	100	3.0	-	3.0	3.0	-	3.0
Centennial Education Center	-	-	-	-	-	-	-	-	13	0	0	4	-	-	88	100	100	96	-	-	2.9	3.0	3.0	3.0
Adult Learning Center	-	-	-	-	-	-	-	-	-	-	-	-	-	-	100	100	-	100	-	-	3.0	3.0	-	3.0
TOTAL	-	-	-	-	-	-	0	0	8	4	13	5	100	100	92	97	88	96	3.0	3.0	2.9	3.0	2.9	3.0

	By Ethnicity																							
	Frequently						Occasionally/Seldom						Never						Average					
	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total
At RSC, I have been discriminated against recently because of my: age. (item16f)																								
Santa Ana Campus	0	0	7	0	0	1	0	50	7	10	14	11	100	50	87	90	86	88	3.0	2.5	2.8	2.9	2.9	2.9
Orange Campus	-	-	-	-	-	-	0	-	0	10	-	8	100	-	100	90	-	92	3.0	-	3.0	2.9	-	2.9
Centennial Education Center	-	-	-	-	-	-	-	-	25	13	0	17	-	-	75	87	100	83	-	-	2.8	2.9	3.0	2.8
Adult Learning Center	-	-	0	20	-	17	-	-	0	20	-	17	-	-	100	60	-	67	-	-	3.0	2.4	-	2.5
TOTAL	0	0	4	1	0	1	0	50	12	11	13	12	100	50	84	88	88	87	3.0	2.5	2.8	2.9	2.9	2.9
At RSC, I have been harassed against recently because of my: race/ethnicity. (item17a)																								
Santa Ana Campus	0	0	7	1	0	2	0	67	7	5	14	7	100	33	86	94	86	91	3.0	2.3	2.8	2.9	2.9	2.9
Orange Campus	-	-	-	-	-	-	-	-	-	-	-	-	100	-	100	100	-	100	3.0	-	3.0	3.0	-	3.0
Centennial Education Center	-	-	-	-	-	-	-	-	29	7	0	14	-	-	71	93	100	86	-	-	2.7	2.9	3.0	2.9
Adult Learning Center	-	-	-	-	-	-	-	-	-	-	-	-	-	-	100	100	-	100	-	-	3.0	3.0	-	3.0
TOTAL	0	0	4	1	0	1	0	67	13	4	13	7	100	33	83	95	88	91	3.0	2.3	2.8	2.9	2.9	2.9
At RSC, I have been harassed against recently because of my: sexual orientation. (item17c)																								
Santa Ana Campus	0	50	0	0	0	1	0	0	0	3	14	4	100	50	100	97	86	96	3.0	2.0	3.0	3.0	2.9	2.9
Orange Campus	-	-	-	-	-	-	-	-	-	-	-	-	100	-	100	100	-	100	3.0	-	3.0	3.0	-	3.0
Centennial Education Center	-	-	-	-	-	-	-	-	25	0	0	9	-	-	75	100	100	91	-	-	2.8	3.0	3.0	2.9
Adult Learning Center	-	-	-	-	-	-	-	-	-	-	-	-	-	-	100	100	-	100	-	-	3.0	3.0	-	3.0
TOTAL	0	50	0	0	0	1	0	0	9	3	13	4	100	50	91	97	88	95	3.0	2.0	2.9	3.0	2.9	2.9
At RSC, I have been harassed against recently because of my: disability. (item17d)																								
Santa Ana Campus	-	-	-	-	-	-	0	0	8	1	33	4	100	100	92	99	67	96	3.0	3.0	2.9	3.0	2.7	3.0
Orange Campus	-	-	-	-	-	-	-	-	-	-	-	-	100	-	100	100	-	100	3.0	-	3.0	3.0	-	3.0
Centennial Education Center	-	-	-	-	-	-	-	-	13	-	-	4	-	-	88	100	100	96	-	-	2.8	3.0	3.0	3.0
Adult Learning Center	-	-	-	-	-	-	-	-	-	-	-	-	-	-	100	100	-	100	-	-	3.0	3.0	-	3.0
TOTAL	-	-	-	-	-	-	0	0	9	1	29	3	100	100	91	99	71	97	3.0	3.0	2.9	3.0	2.7	3.0

	By Ethnicity																							
	Frequently						Occasionally/Seldom						Never						Average					
	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total
At RSC, I have been harassed against recently because of my: religion. (item17e)																								
Santa Ana Campus	-	-	-	-	-	-	0	50	0	3	14	4	100	50	100	97	86	96	3.0	2.5	3.0	3.0	2.9	3.0
Orange Campus	-	-	-	-	-	-	-	-	-	-	-	-	100	-	100	100	-	100	3.0	-	3.0	3.0	-	3.0
Centennial Education Center	-	-	-	-	-	-	-	-	13	0	0	4	-	-	87	100	100	96	-	-	2.9	3.0	3.0	3.0
Adult Learning Center	-	-	-	-	-	-	-	-	100	0	-	20	-	-	-	100	-	80	-	-	2.0	3.0	-	2.8
TOTAL	-	-	-	-	-	-	0	50	9	3	13	5	100	50	91	97	88	95	3.0	2.5	2.9	3.0	2.9	3.0
At RSC, I have been harassed against recently because of my: age. (item17f)																								
Santa Ana Campus	0	0	13	1	0	3	0	33	7	4	14	6	100	67	80	94	86	92	3.0	2.7	2.7	2.9	2.9	2.9
Orange Campus	-	-	-	-	-	-	-	-	-	-	-	-	100	-	100	100	-	100	3.0	-	3.0	3.0	-	3.0
Centennial Education Center	-	-	-	-	-	-	-	-	13	7	0	8	-	-	87	93	100	92	-	-	2.9	2.9	3.0	2.9
Adult Learning Center	-	-	-	25	-	20	-	-	-	-	-	-	-	-	100	75	-	80	-	-	3.0	2.5	-	2.6
TOTAL	0	0	8	2	0	3	0	33	8	4	13	6	100	67	84	94	88	92	3.0	2.7	2.8	2.9	2.9	2.9
At RSC, I have been discriminated against recently by: faculty. (item18a)																								
Santa Ana Campus	0	25	7	4	0	5	0	25	27	15	29	18	100	50	67	80	71	78	3.0	2.3	2.6	2.8	2.7	2.7
Orange Campus	-	-	-	-	-	-	-	-	-	-	-	-	100	-	100	100	-	100	3.0	-	3.0	3.0	-	3.0
Centennial Education Center	-	-	-	-	-	-	-	-	71	13	100	35	-	-	29	87	0	65	-	-	2.3	2.9	2.0	2.7
Adult Learning Center	-	-	0	20	-	17	-	-	0	20	-	17	-	-	100	60	-	67	-	-	3.0	2.4	-	2.5
TOTAL	0	25	4	4	0	4	0	25	38	14	38	19	100	50	58	82	63	77	3.0	2.3	2.5	2.8	2.6	2.7
At RSC, I have been discriminated against recently by: staff. (item18b)																								
Santa Ana Campus	0	0	0	1	0	1	0	50	19	9	57	14	100	50	81	90	43	85	3.0	2.5	2.8	2.9	2.4	2.8
Orange Campus	0	-	0	11	-	9	0	-	100	0	-	9	100	-	0	89	-	82	3.0	-	2.0	2.8	-	2.7
Centennial Education Center	-	-	0	7	0	5	-	-	83	13	0	32	-	-	17	80	100	64	-	-	2.2	2.7	3.0	2.6
Adult Learning Center	-	-	0	20	-	17	-	-	0	20	-	17	-	-	100	60	-	67	-	-	3.0	2.4	-	2.5
TOTAL	0	0	0	3	0	3	0	50	38	9	50	16	100	50	63	88	50	81	3.0	2.5	2.6	2.8	2.5	2.8

	By Ethnicity																							
	Frequently						Occasionally/Seldom						Never						Average					
	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total
At RSC, I have been discriminated against recently by: administrators. (item18c)																								
Santa Ana Campus	0	50	0	5	0	6	0	25	31	17	43	21	100	25	69	77	57	74	3.0	1.8	2.7	2.7	2.6	2.7
Orange Campus	0	-	0	100	-	9	0	-	100	0	-	9	100	-	0	89	-	82	3.0	-	2.0	2.8	-	2.7
Centennial Education Center	-	-	-	-	-	-	-	-	83	13	0	32	-	-	17	87	100	68	-	-	2.2	2.9	3.0	2.7
Adult Learning Center	-	-	-	-	-	-	-	-	0	40	-	33	-	-	100	60	-	67	-	-	3.0	2.6	-	2.7
TOTAL	0	50	0	5	0	5	0	25	46	17	38	22	100	25	54	79	63	73	3.0	1.8	2.5	2.7	2.6	2.7
At RSC, I have been discriminated against recently by: students. (item18d)																								
Santa Ana Campus	-	-	-	-	-	-	0	75	7	6	14	8	100	25	93	95	86	92	3.0	2.3	2.9	2.9	2.9	2.9
Orange Campus	-	-	-	-	-	-	-	-	-	-	-	-	100	-	100	100	-	100	3.0	-	3.0	3.0	-	3.0
Centennial Education Center	-	-	-	-	-	-	-	-	17	7	0	10	-	-	83	93	100	90	-	-	2.8	2.9	3.0	2.9
Adult Learning Center	-	-	-	-	-	-	-	-	-	-	-	-	-	-	100	100	-	100	-	-	3.0	3.0	-	3.0
TOTAL	-	-	-	-	-	-	0	75	9	5	13	8	100	25	91	95	88	92	3.0	2.3	2.9	2.9	2.9	2.9
At RSC, I have recently heard insensitive or disparaging comments about ethnic minorities by: faculty (item19a)																								
Santa Ana Campus	0	33	6	4	14	6	50	67	50	29	29	33	50	0	44	67	57	61	2.5	1.7	2.4	2.6	2.4	2.6
Orange Campus	0	-	100	0	-	8	-	-	-	-	-	-	100	-	0	100	-	92	3.0	-	1.0	3.0	-	2.8
Centennial Education Center	-	-	0	7	0	4	-	-	75	20	100	42	-	-	25	73	0	54	-	-	2.3	2.7	2.0	2.5
Adult Learning Center	-	-	-	-	-	-	-	-	100	25	-	40	-	-	0	75	-	60	-	-	2.0	2.8	-	2.6
TOTAL	0	33	8	4	13	6	33	67	58	25	38	32	67	0	35	71	50	62	2.7	1.7	2.3	2.7	2.4	2.6
At RSC, I have recently heard insensitive or disparaging comments about ethnic minorities by: staff (item19b)																								
Santa Ana Campus	0	50	6	3	14	6	50	50	50	32	14	34	50	0	43	65	71	60	2.5	1.5	2.4	2.6	2.8	2.6
Orange Campus	0	-	100	0	-	8	-	-	-	-	-	-	100	-	0	100	-	92	3.0	-	1.0	3.0	-	2.8
Centennial Education Center	-	-	25	13	0	17	-	-	38	33	0	33	-	-	38	53	100	50	-	-	2.1	2.4	3.0	2.3
Adult Learning Center	-	-	0	20	-	17	-	-	100	20	-	33	-	-	0	60	-	50	-	-	2.0	2.4	-	2.3
TOTAL	0	50	15	5	13	8	33	50	46	29	13	31	67	0	39	66	75	61	2.7	1.5	2.2	2.6	2.6	2.5

	By Ethnicity																							
	Frequently						Occasionally/Seldom						Never						Average					
	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total
At RSC, I have recently heard insensitive or disparaging comments about ethnic minorities by: administrators. (item19c)																								
Santa Ana Campus	0	33	7	3	14	5	0	67	43	23	14	26	100	0	50	73	71	69	3.0	1.7	2.4	2.7	2.6	2.6
Orange Campus	0	-	100	0	-	8	-	-	-	-	-	-	100	-	0	100	-	92	3.0	-	1.0	3.0	-	2.8
Centennial Education Center	-	-	13	0	0	4	-	-	25	20	0	21	-	-	63	80	100	75	-	-	2.5	2.8	3.0	2.7
Adult Learning Center	-	-	-	-	-	-	-	-	100	0	-	20	-	-	0	100	-	80	-	-	2.0	3.0	-	2.8
TOTAL	0	33	13	3	13	5	0	67	38	20	13	23	100	0	50	77	75	72	3.0	1.7	2.4	2.7	2.6	2.7
At RSC, I have recently heard insensitive or disparaging comments about ethnic minorities by: students. (item19d)																								
Santa Ana Campus	0	75	7	8	0	10	50	25	47	35	29	36	50	0	47	58	71	55	2.5	1.3	2.4	2.5	2.7	2.5
Orange Campus	0	-	100	0	-	8	-	-	-	-	-	-	100	-	0	100	-	92	3.0	-	1.0	3.0	-	2.8
Centennial Education Center	-	-	29	-	0	13	-	-	29	20	0	22	-	-	43	73	100	65	-	-	2.1	2.7	3.0	2.5
Adult Learning Center	-	-	-	7	-	-	-	-	100	0	-	25	-	-	0	100	-	75	-	-	2.0	3.0	-	2.8
TOTAL	0	75	17	7	0	10	33	25	42	29	25	31	67	0	42	64	75	60	2.7	1.3	2.3	2.6	2.8	2.5
At RSC, I have recently heard insensitive or disparaging comments about gays and lesbians by: faculty. (item20a)																								
Santa Ana Campus	0	33	7	3	14	5	0	33	27	11	14	14	100	33	67	85	71	81	3.0	2.0	2.6	2.8	2.6	2.8
Orange Campus	-	-	-	-	-	-	0	-	-	10	-	-	100	-	-	90	-	91	3.0	-	-	2.9	-	2.9
Centennial Education Center	-	-	14	7	0	9	-	-	29	7	0	13	-	-	57	87	100	78	-	-	2.4	2.8	3.0	2.7
Adult Learning Center	-	-	-	-	-	-	-	-	-	-	-	-	-	-	100	100	-	100	-	-	3.0	3.0	-	3.0
TOTAL	0	33	9	3	13	5	0	33	26	10	13	13	100	33	65	86	75	82	3.0	2.0	2.6	2.8	2.6	2.8

	By Ethnicity																							
	Frequently						Occasionally/Seldom						Never						Average					
	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total
At RSC, I have recently heard insensitive or disparaging comments about gays and lesbians by: staff. (item20b)																								
Santa Ana Campus	50	50	7	7	14	9	0	50	40	31	14	31	50	0	53	62	71	59	2.0	1.5	2.5	2.6	2.6	2.5
Orange Campus	-	-	-	-	-	-	0	-	100	10	-	17	100	-	0	90	-	83	3.0	-	2.0	2.9	-	2.8
Centennial Education Center	-	-	14	7	0	9	-	-	29	27	0	26	-	-	57	67	100	65	-	-	2.4	2.6	3.0	2.6
Adult Learning Center	-	-	100	20	-	33	-	-	0	20	-	17	-	-	0	60	-	50	-	-	1.0	2.4	-	2.2
TOTAL	33	50	13	7	13	9	0	50	38	28	13	29	67	0	50	65	75	62	2.3	1.5	2.4	2.6	2.6	2.5
At RSC, I have recently heard insensitive or disparaging comments about gays and lesbians by: administrators. (item20c)																								
Santa Ana Campus	0	33	8	3	14	5	0	33	23	17	14	18	100	33	69	79	71	77	3.0	2.0	2.6	2.8	2.6	2.7
Orange Campus	-	-	-	-	-	-	0	-	-	10	-	9	100	-	-	90	-	91	3.0	-	-	2.9	-	2.9
Centennial Education Center	-	-	14	0	0	4	-	-	14	13	0	13	-	-	71	87	100	83	-	-	2.6	2.9	3.0	2.8
Adult Learning Center	-	-	-	-	-	-	-	-	-	-	-	-	-	-	100	100	-	100	-	-	3.0	3.0	-	3.0
TOTAL	0	33	10	3	13	5	0	33	19	15	13	16	100	33	71	82	75	80	3.0	2.0	2.6	2.8	2.6	2.8
At RSC, I have recently heard insensitive or disparaging comments about gays and lesbians by: students. (item20d)																								
Santa Ana Campus	0	33	7	7	14	8	50	33	40	22	14	25	50	33	53	71	71	67	2.5	2.0	2.5	2.6	2.6	2.6
Orange Campus	-	-	-	-	-	-	0	-	100	10	-	17	100	-	0	90	-	83	3.0	-	2.0	2.9	-	2.8
Centennial Education Center	-	-	29	7	0	14	-	-	14	21	0	18	-	-	57	71	100	68	-	-	2.3	2.6	3.0	2.5
Adult Learning Center	-	-	-	-	-	-	-	-	100	0	-	17	-	-	0	100	-	83	-	-	2.0	3.0	-	2.8
TOTAL	0	33	13	6	13	8	33	33	38	20	13	23	67	33	50	74	75	69	2.7	2.0	2.4	2.7	2.6	2.6

	By Ethnicity																							
	Frequently						Occasionally/Seldom						Never						Average					
	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total
At RSC, I have recently heard insensitive or disparaging comments about people with disabilities by: faculty. (item21a)																								
Santa Ana Campus	0	33	0	0	14	2	0	33	14	7	14	8	100	33	86	94	71	90	3.0	2.0	2.9	2.9	2.6	2.9
Orange Campus	-	-	-	-	-	-	-	-	-	-	-	-	100	-	100	100	-	100	3.0	-	3.0	3.0	-	3.0
Centennial Education Center	-	-	-	-	-	-	-	-	14	20	0	17	-	-	86	80	100	83	-	-	2.9	2.8	3.0	2.8
Adult Learning Center	-	-	-	-	-	-	-	-	-	-	-	-	-	-	100	100	-	100	-	-	3.0	3.0	-	3.0
TOTAL	0	33	0	0	13	1	0	33	13	7	13	9	100	33	87	93	75	90	3.0	2.0	2.9	2.9	2.6	2.9
At RSC, I have recently heard insensitive or disparaging comments about people with disabilities by: staff. (item21b)																								
Santa Ana Campus	0	0	0	0	14	1	0	67	14	7	29	10	100	33	86	94	57	89	3.0	2.3	2.9	2.9	2.4	2.9
Orange Campus	-	-	-	-	-	-	-	-	-	-	-	-	100	-	100	100	-	100	3.0	-	3.0	3.0	-	3.0
Centennial Education Center	-	-	-	-	-	-	-	-	29	20	0	22	-	-	71	80	100	78	-	-	2.7	2.8	3.0	2.8
Adult Learning Center	-	-	-	-	-	-	-	-	-	-	-	-	-	-	100	100	-	100	-	-	3.0	3.0	-	3.0
TOTAL	0	0	0	0	13	1	0	67	17	7	25	11	100	33	83	93	63	89	3.0	2.3	2.8	2.9	2.5	2.9
At RSC, I have recently heard insensitive or disparaging comments about people with disabilities by: administrators. (item21c)																								
Santa Ana Campus	-	-	-	-	-	-	0	33	15	50	29	90	100	67	85	95	71	92	3.0	2.7	2.8	2.9	2.7	2.9
Orange Campus	-	-	-	-	-	-	-	-	-	-	-	-	100	-	100	100	-	100	3.0	-	3.0	3.0	-	3.0
Centennial Education Center	-	-	-	-	-	-	-	-	14	13	0	13	-	-	86	87	100	87	-	-	2.9	2.9	3.0	2.9
Adult Learning Center	-	-	-	-	-	-	-	-	-	-	-	-	-	-	100	100	-	100	-	-	3.0	3.0	-	3.0
TOTAL	-	-	-	-	-	-	0	33	14	6	25	8	100	67	86	94	75	92	3.0	2.7	2.9	2.9	2.8	2.9

	By Ethnicity																							
	Frequently						Occasionally/Seldom						Never						Average					
	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total
At RSC, I have recently heard insensitive or disparaging comments about people with disabilities by: students. (item21d)																								
Santa Ana Campus	-	-	-	-	-	-	0	33	29	9	14	12	100	67	71	91	86	88	3.0	2.7	2.7	2.9	2.9	2.9
Orange Campus	-	-	-	-	-	-	-	-	-	-	-	-	100	-	100	100	-	100	3.0	-	3.0	3.0	-	3.0
Centennial Education Center	-	-	0	7	0	4	-	-	14	13	0	13	-	-	86	80	100	83	-	-	2.9	2.7	3.0	2.8
Adult Learning Center	-	-	-	-	-	-	-	-	100	0	-	17	-	-	0	100	-	83	-	-	2.0	3.0	-	2.8
TOTAL	0	0	0	1	0	1	0	33	26	8	13	11	100	67	74	91	88	88	3.0	2.7	2.7	2.9	2.9	2.9
My relationship with other staff members is generally: based upon a common set of professional interests. (item23a)																								
Santa Ana Campus	0	25	40	78	50	68	100	75	53	21	50	30	0	0	7	1	0	2	2.0	1.8	1.7	1.2	1.5	1.3
Orange Campus	100	-	100	70	-	75	0	-	0	30	-	25	-	-	-	-	-	-	1.0	-	1.0	1.3	-	1.3
Centennial Education Center	-	-	38	50	100	48	-	-	25	43	0	35	-	-	38	7	0	17	-	-	2.0	1.6	1.0	1.7
Adult Learning Center	-	-	100	100	-	100	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1.0	1.0	-	1.0
TOTAL	33	25	44	75	57	67	67	75	40	24	43	29	0	0	16	2	0	4	1.7	1.8	1.7	1.3	1.4	1.4
My relationship with other staff members is generally: job-related only. (item23b)																								
Santa Ana Campus	0	83	47	60	17	57	100	17	47	38	83	41	0	0	6	2	0	2	2.0	1.2	1.6	1.4	1.8	1.5
Orange Campus	100	-	100	30	-	42	0	-	0	70	-	58	-	-	-	-	-	-	1.0	-	1.0	1.7	-	1.6
Centennial Education Center	-	-	25	40	0	33	-	-	38	53	100	50	-	-	38	7	0	17	-	-	2.1	1.7	2.0	1.8
Adult Learning Center	-	-	0	50	-	40	-	-	100	50	-	60	-	-	-	-	-	-	-	-	2.0	1.5	-	1.6
TOTAL	33	83	41	55	14	52	67	17	44	43	86	44	0	0	15	3	0	4	1.7	1.2	1.7	1.5	1.9	1.5
My relationship with other staff members is generally: includes personal acquaintanceships. (item23c)																								
Santa Ana Campus	0	40	31	44	33	41	100	40	63	47	50	50	0	20	6	9	17	9	2.0	1.8	1.8	1.6	1.8	1.7
Orange Campus	-	-	0	60	-	55	-	-	100	30	-	36	-	-	0	10	-	9	-	-	2.0	1.5	-	1.5
Centennial Education Center	-	-	25	27	100	29	-	-	50	73	0	63	-	-	25	0	0	8	-	-	2.0	1.7	1.0	1.8
Adult Learning Center	-	-	0	80	-	67	-	-	100	20	-	33	-	-	-	-	-	-	-	-	2.0	1.2	-	1.3
TOTAL	0	40	27	45	43	41	100	40	62	48	43	50	0	20	12	7	14	9	2.0	1.8	1.8	1.6	1.7	1.7

	By Ethnicity																							
	Frequently						Occasionally/Seldom						Never						Average					
	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total
My relationship with other staff members is generally: conducive to social interaction on-campus. (item23d)																								
Santa Ana Campus	0	25	33	53	50	48	100	50	47	40	50	42	0	25	20	8	0	9	2.0	2.0	1.9	1.5	1.5	1.6
Orange Campus	-	-	100	70	-	73	-	-	0	30	-	27	-	-	-	-	-	-	-	-	1.0	1.3	-	1.3
Centennial Education Center	-	-	25	40	100	38	-	-	50	53	0	50	-	-	25	7	0	13	-	-	2.0	1.7	1.0	1.8
Adult Learning Center	-	-	100	60	-	67	-	-	0	40	-	33	-	-	-	-	-	-	-	-	1.0	1.4	-	1.3
TOTAL	0	25	36	53	57	49	100	50	44	41	43	42	0	25	20	7	0	9	2.0	2.0	1.8	1.5	1.4	1.6
My relationship with other staff members is generally: conducive to social interaction off-campus. (item23e)	0																							
Santa Ana Campus	-	0	21	18	0	17	100	75	50	67	83	67	0	25	29	15	17	17	2.0	2.3	2.1	2.0	2.2	2.0
Orange Campus	-	-	0	20	-	18	-	-	0	60	-	55	-	-	100	20	-	27	-	-	3.0	2.0	-	2.1
Centennial Education Center	-	-	25	33	100	33	-	-	13	40	0	29	-	-	63	27	0	38	-	-	2.4	1.9	1.0	2.0
Adult Learning Center	0	-	100	80	-	83	-	-	0	20	-	17	-	-	-	-	-	-	-	-	1.0	1.2	-	1.2
TOTAL		0	25	23	14	22	100	75	33	61	71	58	0	25	42	16	14	20	2.0	2.3	2.2	1.9	2.0	2.0
My relationship with other staff members is generally: uncomfortable with those of other ethnic groups. (item23f)																								
Santa Ana Campus	-	-	-	-	-	-	50	40	13	7	17	10	50	60	88	93	83	90	2.5	2.6	2.9	2.9	2.8	2.9
Orange Campus	-	-	-	-	-	-	-	-	0	10	-	9	-	-	100	90	-	91	-	-	3.0	2.9	-	2.9
Centennial Education Center	-	-	-	-	-	-	-	-	13	20	0	17	-	-	88	80	100	83	-	-	2.9	2.8	3.0	2.8
Adult Learning Center	-	-	0	25	-	20	-	-	100	0	-	20	-	-	0	75	-	60	-	-	2.0	2.5	-	2.4
TOTAL	0	0	0	1	0	1	50	40	15	9	14	12	50	60	85	91	86	88	2.5	2.6	2.8	2.9	2.9	2.9

	By Ethnicity																							
	Frequently						Occasionally/Seldom						Never						Average					
	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total
My relationship with other staff members is generally: comfortable with those of my ethnic group. (item23i)																								
Santa Ana Campus	100	80	71	79	33	76	0	20	18	17	33	18	0	0	12	3	33	6	1.0	1.2	1.4	1.2	2.0	1.3
Orange Campus	-	-	100	100	-	100	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1.0	1.0	-	1.0
Centennial Education Center	-	-	63	67	100	67	-	-	25	20	0	21	-	-	13	13	0	13	-	-	1.5	1.5	1.0	1.5
Adult Learning Center	-	-	100	100	-	100	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1.0	1.0	-	1.0
TOTAL	100	80	70	80	43	77	0	20	19	16	29	17	0	0	11	4	29	6	1.0	1.2	1.4	1.2	1.9	1.3
Faculty and staff on this campus generally act as though they are: aware of the importance of enrolling students from underrepresented. (item24a)																								
Santa Ana Campus	50	0	39	83	33	70	50	75	44	14	50	23	0	25	17	3	17	7	1.5	2.3	1.8	1.2	1.8	1.4
Orange Campus	-	-	0	89	-	80	-	-	0	11	-	10	-	-	100	0	-	10	-	-	3.0	1.1	-	1.3
Centennial Education Center	-	-	40	79	100	70	-	-	40	7	0	15	-	-	20	14	0	15	-	-	1.8	1.4	1.0	1.5
Adult Learning Center	-	-	100	100	-	100	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1.0	1.0	-	1.0
TOTAL	50	0	40	84	43	72	50	75	40	12	43	20	0	25	20	4	14	8	1.5	2.3	1.8	1.7	1.7	1.4
Faculty and staff on this campus generally act as though they are: aware of the difficulties that students from specific ethnic groups may face in succeeding in college. (item24b)																								
Santa Ana Campus	0	50	35	77	57	68	100	25	53	18	29	26	0	25	12	5	14	7	2.0	1.8	1.8	1.3	1.6	1.4
Orange Campus	-	-	0	67	-	60	-	-	0	33	-	30	-	-	100	0	-	10	-	-	3.0	1.3	-	1.5
Centennial Education Center	-	-	29	57	100	50	-	-	43	43	0	41	-	-	29	0	0	9	-	-	2.0	1.4	1.0	1.6
Adult Learning Center	-	-	100	100	-	100	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1.0	1.0	-	1.0
TOTAL	0	50	35	75	63	66	100	25	46	22	25	24	0	25	19	4	13	7	2.0	1.8	1.8	1.3	1.5	1.4

	By Ethnicity																		Average					
	Frequently						Occasionally/Seldom						Never											
	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total
Faculty and staff on this campus generally act as though they are: resentful of efforts to develop a student body that represents all ethnic groups. (item24c)																								
Santa Ana Campus	0	50	25	10	20	14	50	50	38	49	80	49	50	0	38	41	0	37	2.5	1.5	2.1	2.3	1.8	2.3
Orange Campus	-	-	100	0	-	10	-	-	0	11	-	10	-	-	0	89	-	80	-	-	1.0	2.9	-	2.7
Centennial Education Center	-	-	14	0	0	5	-	-	57	23	100	38	-	-	29	77	0	57	-	-	2.1	2.8	2.0	2.5
Adult Learning Center	-	-	0	25	-	20	-	-	100	25	-	40	-	-	0	50	-	40	-	-	2.0	2.3	-	2.2
TOTAL	0	50	24	8	17	12	50	50	44	42	83	45	50	0	32	50	0	43	2.5	1.5	2.1	2.4	1.8	2.3
Faculty and staff on this campus generally act as though they are: willing, when appropriate, to incorporate racial, ethnic, and gender perspectives into their courses. (item24d)																								
Santa Ana Campus	50	40	21	71	40	59	50	20	64	27	60	35	0	40	14	2	0	6	1.5	2.0	1.9	1.3	1.6	1.5
Orange Campus	-	-	-	88	-	88	-	-	-	-	-	-	-	-	-	13	-	13	-	-	-	1.3	-	1.3
Centennial Education Center	-	-	33	54	100	50	-	-	50	39	0	40	-	-	17	8	1	10	-	-	1.8	1.5	1.0	1.6
Adult Learning Center	-	-	100	100	-	100	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1.0	1.0	-	1.0
TOTAL	50	40	29	71	50	61	50	20	57	25	50	32	0	40	14	3	0	7	1.5	2.0	1.9	1.3	1.5	1.5
Faculty and staff on this campus generally act as though they are: willing to mentor students from the underrepresented groups. (item24e)																								
Santa Ana Campus	50	0	44	62	40	54	0	50	38	38	40	38	50	50	19	0	20	8	2.0	2.5	1.8	1.4	1.8	1.5
Orange Campus	-	-	-	100	-	100	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1.0	-	1.0
Centennial Education Center	-	-	17	67	100	53	-	-	33	17	0	21	-	-	50	17	0	26	-	-	2.3	1.5	1.0	1.7
Adult Learning Center	-	-	0	100	-	75	-	-	100	0	-	25	-	-	-	-	-	-	-	-	2.0	1.0	-	1.3
TOTAL	50	0	35	66	50	56	0	50	39	32	33	33	50	50	26	2	17	10	2.0	2.5	1.9	1.4	1.7	1.5

	By Ethnicity																								
	Frequently						Occasionally/Seldom						Never						Average					
	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total
Faculty and staff regard campus programs for students from backgrounds traditionally underrepresented in higher education as: critical to the institution's mission. (item25a)																								
Santa Ana Campus	50	0	44	68	50	60	50	50	44	31	50	35	0	50	13	1	0	5	1.5	2.5	1.7	1.3	1.5	1.5
Orange Campus	-	-	0	43	-	38	-	-	0	57	-	50	-	-	100	0	-	13	-	-	3.0	1.6	-	1.8
Centennial Education Center	-	-	25	46	100	44	-	-	75	46	0	50	-	-	0	8	0	6	-	-	1.8	1.6	1.0	1.6
Adult Learning Center	-	-	100	75	-	80	-	-	0	25	-	20	-	-	-	-	-	-	-	-	1.0	1.3	-	1.2
TOTAL	50	0	41	63	57	57	50	50	46	35	43	38	0	50	14	2	0	5	1.5	2.5	1.7	1.4	1.4	1.5
Faculty and staff regard campus programs for students from backgrounds traditionally underrepresented in higher education as: effective educationally. (item25b)																								
Santa Ana Campus	50	25	27	64	20	54	50	75	53	34	80	41	0	0	20	3	0	5	1.5	1.8	1.9	1.4	1.8	1.5
Orange Campus	-	-	0	29	-	25	-	-	0	71	-	63	-	-	100	0	-	13	-	-	3.0	1.7	-	1.9
Centennial Education Center	-	-	25	39	100	39	-	-	75	62	0	61	-	-	-	-	-	-	-	-	1.8	1.6	1.0	1.6
Adult Learning Center	-	-	100	75	-	80	-	-	0	25	-	20	-	-	-	-	-	-	-	-	1.0	1.3	-	1.2
TOTAL	50	25	29	58	33	51	50	75	52	40	67	44	0	0	19	2	0	5	1.5	1.8	1.9	1.4	1.7	1.5
Faculty and staff regard campus programs for students from backgrounds traditionally underrepresented in higher education as: a drain on institutional resources. (item25c)																								
Santa Ana Campus	0	100	14	14	40	18	0	0	57	47	20	45	100	0	29	39	40	38	3.0	1.0	2.1	2.3	2.0	2.2
Orange Campus	-	-	100	0	-	14	-	-	0	83	-	71	-	-	0	17	-	14	-	-	1.0	2.2	-	2.0
Centennial Education Center	-	-	20	8	0	11	-	-	60	46	100	53	-	-	20	46	0	37	-	-	2.0	2.4	2.0	2.3
Adult Learning Center	-	-	100	0	-	20	-	-	0	50	-	40	-	-	0	50	-	40	-	-	1.0	2.5	-	2.2
TOTAL	0	100	24	12	33	17	0	0	52	50	33	47	100	0	24	39	33	36	3.0	1.0	2.0	2.3	2.0	2.2

	By Ethnicity																							
	Frequently						Occasionally/Seldom						Never						Average					
	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total
Faculty and staff regard campus programs for students from backgrounds traditionally underrepresented in higher education as: a stigma on the institution's prestige. (item25d)																								
Santa Ana Campus	0	33	13	6	33	9	0	67	53	24	17	29	100	0	33	71	50	62	3.0	1.7	2.2	2.7	2.2	2.5
Orange Campus	-	-	100	0	-	17	-	-	0	40	-	33	-	-	0	60	-	50	-	-	1.0	2.6	-	2.3
Centennial Education Center	-	-	20	8	0	11	-	-	60	39	100	47	-	-	20	54	0	42	-	-	2.0	2.5	2.0	2.3
Adult Learning Center	-	-	100	0	-	20	-	-	0	25	-	20	-	-	0	75	-	60	-	-	1.0	2.8	-	2.4
TOTAL	0	33	23	5	29	10	0	67	50	27	29	31	100	0	27	68	43	59	3.0	1.7	2.0	2.6	2.1	2.5
Students that I interact with on this campus generally behave as though they are: pleased with developing a student body that represented all ethnic groups. (item26a)																								
Santa Ana Campus	100	20	50	64	50	59	0	80	36	37	50	39	0	0	14	0	0	2	1.0	1.8	1.6	1.4	1.5	1.4
Orange Campus	-	-	0	80	-	67	-	-	100	20	-	33	-	-	-	-	-	-	-	-	2.0	1.2	-	1.3
Centennial Education Center	-	-	0	67	100	47	-	-	80	11	0	33	-	-	20	22	0	20	-	-	2.2	1.6	1.0	1.7
Adult Learning Center	-	-	0	100	-	80	-	-	100	0	-	20	-	-	-	-	-	-	-	-	2.0	1.0	-	1.2
TOTAL	100	20	33	67	60	59	0	80	52	31	40	37	0	0	14	3	0	4	1.0	1.8	1.8	1.4	1.4	1.5
Students that I interact with on this campus generally behave as though they are: resentful of efforts to develop a student body that represented all ethnic groups. (item26b)																								
Santa Ana Campus	0	50	21	8	0	12	0	50	29	38	75	38	100	0	50	54	25	51	3.0	1.5	2.3	2.5	2.3	2.4
Orange Campus	-	-	-	-	-	-	-	-	100	67	-	71	-	-	0	33	-	29	-	-	2.0	2.3	-	2.3
Centennial Education Center	-	-	20	0	0	7	-	-	40	33	100	40	-	-	40	67	0	53	-	-	2.2	2.7	2.0	2.5
Adult Learning Center	-	-	0	25	-	20	-	-	0	25	-	20	-	-	100	50	-	60	-	-	3.0	2.3	-	2.4
TOTAL	0	50	19	8	0	11	0	50	33	39	80	39	100	0	48	54	20	50	3.0	1.5	2.3	2.5	2.2	2.4

	By Ethnicity																		Average					
	Frequently						Occasionally/Seldom						Never											
	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total
Students that I interact with on this campus generally behave as though they are: aware of the importance of educating students from all ethnic groups. (item26c)																								
Santa Ana Campus	100	67	53	55	40	56	0	33	40	42	60	41	0	0	7	3	0	3	1.0	1.3	1.5	1.5	1.6	1.5
Orange Campus	0	-	0	33	-	25	100	-	100	67	-	75	-	-	-	-	-	-	2.0	-	2.0	1.7	-	1.8
Centennial Education Center	-	-	29	60	100	50	-	-	43	40	0	39	-	-	29	0	0	11	-	-	2.0	1.4	1.0	1.6
Adult Learning Center	-	-	0	60	-	50	-	-	0	40	-	33	-	-	100	0	-	17	-	-	3.0	1.4	-	1.7
TOTAL	67	67	42	55	50	53	33	33	42	43	50	43	0	0	17	2	0	5	1.3	1.3	1.8	1.5	1.5	1.5
Students that I interact with on this campus generally behave as though they are: aware of the difficulties that students from underrepresented groups may face in succeeding in college. (item26d)																								
Santa Ana Campus	50	40	43	50	60	49	50	60	50	45	40	47	0	0	7	5	0	4	1.5	1.6	1.6	1.5	1.4	1.6
Orange Campus	-	-	0	17	-	14	-	-	0	83	-	71	-	-	100	0	-	14	-	-	3.0	1.8	-	2.0
Centennial Education Center	-	-	14	56	100	41	-	-	71	22	0	41	-	-	14	22	0	18	-	-	2.0	1.7	1.0	1.8
Adult Learning Center	-	-	-	60	-	60	-	-	-	40	-	40	-	-	-	-	-	-	-	-	-	1.4	-	1.4
TOTAL	50	40	32	49	67	46	50	60	55	45	33	47	0	0	14	6	0	7	1.5	1.6	1.8	1.6	1.3	1.6
Students that I interact with on this campus generally behave as though they are: supportive of students from underrepresented groups. (item26e)																								
Santa Ana Campus	100	33	43	56	40	53	0	67	50	42	60	45	0	0	7	2	0	2	1.0	1.7	1.6	1.5	1.6	1.5
Orange Campus	-	-	0	33	-	29	-	-	0	67	-	57	-	-	100	0	-	14	-	-	3.0	1.7	-	1.9
Centennial Education Center	-	-	29	50	100	44	-	-	71	38	0	50	-	-	0	13	0	6	-	-	1.7	1.6	1.0	1.6
Adult Learning Center	-	-	-	75	-	75	-	-	-	25	-	25	-	-	-	-	-	-	-	-	-	1.3	-	1.3
TOTAL	100	33	36	55	50	51	0	67	55	43	50	46	0	0	9	2	0	3	1.0	1.7	1.7	1.5	1.5	1.5

	By Ethnicity																		Average					
	Frequently						Occasionally/Seldom						Never											
	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total
Campus activities in which I participated that have increased my sensitivity to other ethnic groups are: informal discussions with others on campus. (item27a)	100	50	15	44	43	42	0	50	69	48	43	49	0	0	15	9	14	9	1.0	1.5	2.0	1.7	1.7	1.7
Santa Ana Campus	-	-	0	40	-	33	-	-	100	40	-	50	-	-	0	20	-	17	-	-	2.0	-	-	1.8
Orange Campus	-	-	33	70	100	59	-	-	50	20	0	29	-	-	17	10	0	12	-	-	1.8	1.0	1.0	1.5
Centennial Education Center	-	-	0	50	-	40	-	-	100	25	-	40	-	-	0	25	-	20	-	-	2.0	-	-	1.8
Adult Learning Center	100	50	19	47	50	43	0	50	67	43	38	46	0	0	14	10	13	10	1.0	1.5	2.0	1.6	1.6	1.7
TOTAL																								
Campus activities in which I participated that have increased my sensitivity to other ethnic groups are: staff development activities. (item27b)																								
Santa Ana Campus	100	50	18	34	33	32	0	50	65	51	67	54	0	0	18	15	0	14	1.0	1.5	2.0	1.8	1.7	1.8
Orange Campus	-	-	0	100	-	33	-	-	0	100	-	33	-	-	100	0	-	33	-	-	3.0	1.8	-	2.0
Centennial Education Center	-	-	14	33	100	29	-	-	43	33	0	35	-	-	43	33	0	35	-	-	2.3	2.0	1.0	2.1
Adult Learning Center	-	-	-	-	-	-	-	-	0	50	-	40	-	-	100	50	-	60	-	-	3.0	2.5	-	2.6
TOTAL	100	50	15	33	43	31	0	50	54	48	57	50	0	0	31	19	0	20	1.0	1.5	2.2	1.9	1.6	1.9
Campus activities in which I participated that have increased my sensitivity to other ethnic groups are: conferences and workshops. (item27c)																								
Santa Ana Campus	100	50	24	30	50	31	0	50	59	52	33	52	0	0	18	18	17	18	1.0	1.5	1.9	1.9	1.7	1.9
Orange Campus	-	-	0	40	-	33	-	-	100	40	-	50	-	-	0	20	-	17	-	-	2.0	1.8	-	1.8
Centennial Education Center	-	-	29	38	100	38	-	-	43	25	0	31	-	-	29	38	0	31	-	-	2.0	2.0	1.0	1.9
Adult Learning Center	-	-	0	25	-	20	-	-	100	25	-	40	-	-	0	50	-	40	-	-	2.0	2.3	-	2.2
TOTAL	100	50	23	31	57	32	0	50	58	48	29	48	0	0	19	22	14	20	1.0	1.5	2.0	1.9	1.6	1.9

	By Ethnicity																							
	Frequently						Occasionally/Seldom						Never						Average					
	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total
Campus activities in which I participated that have increased my sensitivity to other ethnic groups are: committee assignments and/or department/division meetings. (item27d)																								
Santa Ana Campus	100	50	18	31	33	30	0	50	41	46	50	45	0	0	41	24	17	26	1.0	1.5	2.2	1.9	1.8	2.0
Orange Campus	-	-	0	20	-	17	-	-	0	40	-	33	-	-	100	40	-	50	-	-	3.0	2.2	-	2.3
Centennial Education Center	-	-	0	25	100	20	-	-	25	38	0	31	-	-	75	38	0	46	-	-	2.8	2.1	1.0	2.2
Adult Learning Center	-	-	0	25	-	28	-	-	0	25	-	20	-	-	100	50	-	60	-	-	3.0	2.3	-	2.4
TOTAL	100	50	13	29	43		0	50	35	44	43	42	0	0	52	27	14	30	1.0	1.5	2.4	2.0	1.7	2.0
Campus activities in which I participated that have increased my sensitivity to other ethnic groups are: special events (cultural celebrations, etc.). (item27e)																								
Santa Ana Campus	50	50	35	39	43	39	50	50	53	51	43	51	0	0	12	10	14	10	1.5	1.5	1.8	1.7	1.7	1.7
Orange Campus	-	-	0	20	-	17	-	-	100	80	-	83	-	-	-	-	-	-	-	-	2.0	1.8	-	1.8
Centennial Education Center	-	-	17	25	100	27	-	-	17	63	0	40	-	-	67	13	0	33	-	-	2.5	1.9	1.0	2.1
Adult Learning Center	-	-	0	25	-	20	-	-	100	25	-	40	-	-	0	50	-	40	-	-	2.0	2.3	-	2.2
TOTAL	50	50	28	36	50	36	50	50	48	52	38	50	0	0	24	12	13	14	1.5	1.5	2.0	1.8	1.6	1.8
Campus activities in which I participated that have increased my sensitivity to other ethnic groups are: concerts and exhibits. (item27f)																								
Santa Ana Campus	50	0	14	32	14	27	50	100	71	51	57	56	0	0	14	18	29	17	1.5	2.0	2.0	1.9	2.1	1.9
Orange Campus	-	-	0	20	-	17	-	-	0	40	-	33	-	-	100	40	-	50	-	-	3.0	2.2	-	2.3
Centennial Education Center	-	-	17	0	100	13	-	-	17	88	0	53	-	-	67	13	0	33	-	-	2.5	2.1	1.0	2.2
Adult Learning Center	-	-	0	25	-	20	-	-	0	25	-	20	-	-	100	50	-	60	-	-	3.0	2.3	-	2.4
TOTAL	50	0	14	28	25	25	50	100	50	52	50	53	0	0	36	20	25	22	1.5	2.0	2.2	1.9	2.0	2.0

	By Ethnicity																		Average					
	Frequently						Occasionally/Seldom						Never											
	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total
Campus activities in which I participated that have increased my sensitivity to other ethnic groups are: athletic events. (item27g)																								
Santa Ana Campus	0	0	8	10	33	11	50	33	39	31	33	33	50	67	54	58	33	56	2.5	2.7	2.5	2.5	2.0	2.4
Orange Campus	-	-	-	-	-	-	-	-	-	-	-	-	-	-	100	100	-	100	-	-	3.0	3.0	-	3.0
Centennial Education Center	-	-	0	14	100	14	-	-	17	14	0	14	-	-	83	71	0	71	-	-	2.8	2.6	1.0	2.6
Adult Learning Center	-	-	-	-	-	-	-	-	0	33	-	25	-	-	100	67	-	75	-	-	3.0	2.7	-	2.8
TOTAL	0	0	5	10	43	11	50	33	29	29	29	29	50	67	67	61	29	60	2.5	2.7	2.6	2.5	1.9	2.5
Campus activities in which I participated that have increased my sensitivity to other ethnic groups are: others (please specify:). (item27h)																								
Santa Ana Campus	-	-	0	13	0	10	-	-	0	38	100	40	-	-	100	50	0	50	-	-	3.0	2.4	2.0	2.4
Orange Campus	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Centennial Education Center	-	-	-	-	-	-	-	-	0	50	-	33	-	-	100	50	-	67	-	-	3.0	2.5	-	2.7
Adult Learning Center	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	100	-	100	-	-	-	3.0	-	3.0
TOTAL	-	-	0	9	0	7	-	-	0	36	100	36	-	-	100	55	0	57	-	-	3.0	2.5	2.0	2.5
The local community surrounding this campus responds to campus personnel and students from diverse ethnic groups by: being friendly and receptive. (item28a)																								
Santa Ana Campus	50	50	46	51	33	49	50	50	46	44	50	46	0	0	8	5	17	6	1.5	1.5	1.6	1.5	1.8	1.6
Orange Campus	-	-	0	83	-	71	-	-	100	17	-	29	-	-	-	-	-	-	-	-	2.0	1.2	-	1.3
Centennial Education Center	-	-	40	57	100	54	-	-	40	43	0	39	-	-	20	0	0	8	-	-	1.8	1.4	1.0	1.5
Adult Learning Center	-	-	0	25	0	20	-	-	100	50	-	60	-	-	0	25	-	20	-	-	2.0	2.0	-	2.0
TOTAL	50	50	40	53	43	50	50	50	50	42	43	44	0	0	10	5	14	6	1.5	1.5	1.7	1.5	1.7	1.6

	By Ethnicity																							
	Frequently						Occasionally/Seldom						Never						Average					
	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total
The local community surrounding this campus responds to campus personnel and students from diverse ethnic groups by: accommodating their needs and interests. (item28b)																								
Santa Ana Campus	50	20	27	53	40	44	50	80	64	40	40	48	0	0	9	8	20	8	1.5	1.8	1.8	1.6	1.8	1.6
Orange Campus	-	-	0	50	-	40	-	-	100	50	-	60	-	-	-	-	-	-	-	-	2.0	1.5	-	1.6
Centennial Education Center	-	-	40	63	100	57	-	-	40	38	0	36	-	-	20	0	0	7	-	-	1.8	1.4	1.0	1.5
Adult Learning Center	-	-	-	-	-	-	-	-	-	50	-	50	-	-	-	50	-	50	-	-	-	2.5	-	2.5
TOTAL	50	20	29	52	50	45	50	80	59	41	33	46	0	0	12	7	17	8	1.5	1.8	1.8	1.6	1.7	1.6
The local community surrounding this campus responds to campus personnel and students from diverse ethnic groups by: hiring them to work in its business. (item28c)																								
Santa Ana Campus	0	25	22	38	33	33	100	50	78	56	50	59	0	25	0	6	17	7	2.0	2.0	1.8	1.7	1.8	1.7
Orange Campus	-	-	0	67	0	50	-	-	100	33	-	50	-	-	-	-	-	-	-	-	2.0	1.3	-	1.5
Centennial Education Center	-	-	0	57	100	42	-	-	75	43	0	50	-	-	25	0	0	8	-	-	2.3	1.4	1.0	1.7
Adult Learning Center	-	-	-	33	-	33	-	-	-	33	-	33	-	-	-	33	-	33	-	-	-	2.0	-	2.0
TOTAL	0	25	14	43	43	36	100	50	79	51	43	56	0	25	7	6	14	8	2.0	2.0	1.9	1.6	1.7	1.7
The local community surrounding this campus responds to campus personnel and students from diverse ethnic groups by: resenting their presence. (item28d)																								
Santa Ana Campus	0	0	20	18	25	17	50	50	50	53	50	52	50	50	30	30	25	32	2.5	2.5	2.1	2.1	2.0	2.1
Orange Campus	-	-	-	-	-	-	-	-	100	50	-	60	-	-	0	50	-	40	-	-	2.0	2.5	-	2.4
Centennial Education Center	-	-	25	29	100	33	-	-	75	29	0	42	-	-	0	43	0	25	-	-	1.8	2.1	1.0	1.9
Adult Learning Center	-	-	-	33	-	33	-	-	-	33	-	33	-	-	-	33	-	33	-	-	-	2.0	-	2.0
TOTAL	0	0	20	19	40	19	50	50	60	48	40	50	50	50	20	33	20	31	2.5	2.5	2.0	2.1	1.8	2.1

	By Ethnicity																		Average					
	Frequently						Occasionally/Seldom						Never											
	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total
Administrators on this campus act as though they are: aware of the importance of educating students from all ethnic groups. (item29a)																								
Santa Ana Campus	100	40	38	84	71	75	0	60	50	15	29	22	0	0	13	1	0	3	1.0	1.6	1.8	1.2	1.3	1.3
Orange Campus	100	-	100	100	-	100	-	-	-	-	-	-	-	-	-	-	-	-	1.0	-	1.0	1.0	-	1.0
Centennial Education Center	-	-	50	64	100	62	-	-	33	29	0	29	-	-	17	7	0	10	-	-	1.7	1.4	1.0	1.5
Adult Learning Center	-	-	100	100	-	100	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1.0	1.0	-	1.0
TOTAL	100	40	46	84	75	76	0	60	42	15	25	21	0	0	13	2	0	3	1.0	1.6	1.7	1.2	1.3	1.3
Administrators on this campus act as though they are: aware of the difficulties that students from specific ethnic groups may have in succeeding in college. (item29b)																								
Santa Ana Campus	100	60	33	85	57	75	0	40	60	13	43	22	0	0	7	3	0	3	1.0	1.4	1.7	1.2	1.4	1.3
Orange Campus	100	-	100	86	-	89	0	-	0	14	-	11	-	-	-	-	-	-	1.0	-	1.0	1.1	-	1.1
Centennial Education Center	-	-	17	57	100	48	-	-	67	36	0	43	-	-	17	7	0	10	-	-	2.0	1.5	1.1	1.6
Adult Learning Center	-	-	100	100	-	100	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1.0	1.0	-	1.0
TOTAL	100	60	35	82	63	73	0	40	57	15	38	23	0	0	9	3	0	3	1.0	1.4	1.7	1.2	1.4	1.3
Administrators on this campus act as though they are: resentful of efforts to develop a student body that represents all ethnic groups. (item29c)																								
Santa Ana Campus	0	0	15	13	0	12	0	100	46	24	33	29	100	0	39	63	67	59	3.0	2.0	2.2	2.5	2.7	2.5
Orange Campus	-	-	0	14	-	13	-	-	100	0	-	13	-	-	0	86	-	75	-	-	2.0	2.7	-	2.6
Centennial Education Center	-	-	40	10	0	19	-	-	40	10	0	19	-	-	20	80	100	63	-	-	1.8	2.7	3.0	2.4
Adult Learning Center	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	100	-	100	-	-	-	3.0	-	3.0
TOTAL	0	0	21	12	0	13	0	100	47	20	29	26	100	0	32	68	71	62	3.0	2.0	2.1	2.6	2.7	2.5

	By Ethnicity																							
	Frequently						Occasionally/Seldom						Never						Average					
	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total
Administrators on this campus act as though they are: supportive of students from all ethnic groups. (item29d)																								
Santa Ana Campus	50	50	44	85	71	75	50	50	44	14	29	22	0	0	13	1	0	3	1.5	1.5	1.7	1.2	1.3	1.3
Orange Campus	-	-	100	100	-	100	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1.0	1.0	-	1.0
Centennial Education Center	-	-	50	79	100	71	-	-	33	14	0	19	-	-	17	7	0	10	-	-	1.7	1.3	1.0	1.4
Adult Learning Center	-	-	100	100	-	100	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1.0	1.0	-	1.0
TOTAL	50	50	50	85	75	77	50	50	38	13	25	20	0	0	13	2	0	4	1.5	1.5	1.6	1.2	1.3	1.3
Administrators on this campus act as though they are: supportive of disabled students. (item29f)																								
Santa Ana Campus	50	50	56	83	57	76	50	25	38	15	43	22	0	25	6	1	0	3	1.5	1.8	1.5	1.2	1.4	1.3
Orange Campus	-	-	-	100	-	100	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1.0	-	1.0
Centennial Education Center	-	-	50	57	100	57	-	-	33	36	0	33	-	-	17	7	0	10	-	-	1.7	1.5	1.0	1.5
Adult Learning Center	-	-	100	80	-	83	-	-	0	20	-	17	-	-	-	-	-	-	-	-	1.0	1.2	-	1.2
TOTAL	50	50	57	81	63	74	50	25	35	18	38	22	0	25	9	2	0	4	1.5	1.8	1.5	1.2	1.4	1.3
Administrators on this campus act as though they are: willing to mentor faculty and staff from all ethnic groups. (item29g)																								
Santa Ana Campus	50	25	27	71	50	61	50	75	64	24	50	34	0	0	9	5	0	5	1.5	1.8	1.8	1.3	1.5	1.4
Orange Campus	-	-	-	83	-	83	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1.2	-	1.2
Centennial Education Center	-	-	33	50	100	47	-	-	50	42	0	42	-	-	17	8	0	11	-	-	1.8	1.6	1.0	1.6
Adult Learning Center	-	-	-	100	-	100	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1.0	-	1.0
TOTAL	50	25	29	70	60	61	50	75	59	25	40	33	0	0	12	5	0	5	1.5	1.8	1.8	1.3	1.4	1.4
Administrators on this campus act as though they are: resentful of efforts to develop a faculty and staff that represents all ethnic groups. (item29i)																								
Santa Ana Campus	0	67	20	10	0	12	0	33	70	35	60	40	100	0	10	55	40	48	3.0	1.3	1.9	2.5	2.4	2.4
Orange Campus	-	-	-	-	-	-	-	-	100	17	-	29	-	-	0	83	-	71	-	-	2.0	2.8	-	2.7
Centennial Education Center	-	-	17	18	0	17	-	-	50	18	0	28	-	-	33	64	100	56	-	-	2.2	2.5	3.0	2.4
Adult Learning Center	-	-	100	33	-	50	-	-	-	-	-	-	-	-	0	67	-	50	-	-	1.0	2.3	-	2.0
TOTAL	0	67	22	11	0	13	0	33	61	31	50	36	100	0	17	58	50	51	3.0	1.3	1.9	2.5	2.5	2.4

	By Ethnicity																							
	Frequently						Occasionally/Seldom						Never						Average					
	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total
Administrators on this campus act as though they are: aware of the difficulties that faculty and staff from specific ethnic groups may face in succeeding at this institution. (item29j)																								
Santa Ana Campus	100	25	14	55	29	47	0	50	79	43	71	50	0	25	7	2	0	3	1.0	2.0	1.9	1.5	1.7	1.6
Orange Campus	-	-	0	67	-	57	-	-	100	17	-	29	-	-	0	17	-	14	-	-	2.0	1.5	-	1.6
Centennial Education Center	-	-	20	46	100	42	-	-	60	38	0	42	-	-	20	15	0	16	-	-	2.0	1.7	1.0	1.7
Adult Learning Center	-	-	100	100	-	100	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1.0	1.0	-	1.0
TOTAL	100	25	19	57	38	49	0	50	71	39	63	46	0	25	10	5	0	6	1.0	2.0	1.9	1.5	1.6	1.6
Administrators on this campus act as though they are: supportive of faculty and staff from all ethnic groups. (item29k)																								
Santa Ana Campus	50	40	27	73	50	63	50	60	60	26	50	34	0	0	13	1	0	3	1.5	1.6	1.9	1.3	1.5	1.4
Orange Campus	-	-	100	100	-	100	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1.0	1.0	-	1.0
Centennial Education Center	-	-	40	69	100	63	-	-	40	23	0	26	-	-	20	8	0	11	-	-	1.8	1.4	1.0	1.5
Adult Learning Center	-	-	0	100	-	83	-	-	100	0	-	17	-	-	-	-	-	-	-	-	2.0	1.0	-	1.2
TOTAL	50	40	32	75	57	66	50	60	55	23	43	31	0	0	14	2	0	4	1.5	1.6	1.8	1.3	1.4	1.4
Administrators on this campus act as though they are: supportive of disabled faculty and staff. (item29m)																								
Santa Ana Campus	50	50	36	76	50	67	50	25	64	22	33	30	0	25	0	0	17	3	1.5	1.8	1.6	1.3	1.7	1.4
Orange Campus	-	-	-	100	-	100	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1.0	-	1.0
Centennial Education Center	-	-	40	50	100	50	-	-	40	50	0	44	-	-	20	0	0	6	-	-	1.8	1.5	1.0	1.6
Adult Learning Center	-	-	100	100	-	100	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1.0	1.0	-	1.0
TOTAL	50	50	40	76	57	68	50	25	55	23	29	29	0	25	5	1	14	3	1.5	1.8	1.7	1.3	1.6	1.4

	By Ethnicity																							
	Frequently						Occasionally/Seldom						Never						Average					
	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total
Administrators on this campus act as though they are: obstructive on the extent permitted by the law. (item29n)																								
Santa Ana Campus	0	33	25	8	0	10	100	33	38	17	50	23	0	33	38	75	50	67	2.0	2.0	2.1	2.7	2.5	2.6
Orange Campus	-	-	-	100	-	100	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3.0	-	3.0
Centennial Education Center	-	-	50	0	0	17	-	-	50	14	0	25	-	-	0	86	100	58	-	-	1.5	2.9	3.0	2.4
Adult Learning Center	-	-	100	0	-	33	-	-	-	-	-	-	-	-	0	100	-	67	-	-	1.0	3.0	-	2.3
TOTAL	0	33	39	7	0	11	100	33	39	15	43	21	0	33	23	79	57	68	2.0	2.0	1.8	2.7	2.6	2.6
Campus administrators behave as though high priorities for them are to: enhance the prestige of the campus. (item30a)																								
Santa Ana Campus	50	33	44	57	43	53	50	67	56	40	43	44	0	0	0	2	14	3	1.5	1.7	1.6	1.5	1.7	1.5
Orange Campus	-	-	-	29	-	29	-	-	-	57	-	57	-	-	-	14	-	14	-	-	-	1.9	-	1.9
Centennial Education Center	-	-	50	57	100	57	-	-	25	36	0	30	-	-	25	7	0	13	-	-	1.8	1.5	1.0	1.6
Adult Learning Center	-	-	100	40	-	50	-	-	0	40	-	33	-	-	0	20	-	17	-	-	1.0	1.8	-	1.7
TOTAL	50	33	48	55	50	52	50	67	44	41	38	42	0	0	8	5	13	5	1.5	1.7	1.6	1.5	1.6	1.5
Campus administrators behave as though high priorities for them are to: hire a high quality faculty and staff. (item30b)																								
Santa Ana Campus	50	20	38	71	29	61	50	60	56	28	71	36	0	20	6	1	0	3	1.5	2.0	1.7	1.3	1.7	1.4
Orange Campus	-	-	100	86	-	88	-	-	-	-	-	-	-	-	0	14	-	13	-	-	1.0	1.3	-	1.3
Centennial Education Center	-	-	38	71	100	61	-	-	50	29	0	35	-	-	13	0	0	4	-	-	1.8	1.3	1.0	1.4
Adult Learning Center	-	-	100	80	-	83	-	-	-	-	-	-	-	-	0	20	-	17	-	-	1.0	1.4	-	1.3
TOTAL	50	20	42	73	38	63	50	60	50	25	63	33	0	20	8	3	0	4	1.5	2.0	1.7	1.3	1.6	1.4

	By Ethnicity																		Average					
	Frequently						Occasionally/Seldom						Never											
	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total
Campus administrators behave as though high priorities for them are to: retain a high quality faculty and staff. (item30c)																								
Santa Ana Campus	50	40	33	64	29	57	50	40	60	36	57	41	0	20	7	0	14	3	1.5	1.8	1.7	1.4	1.9	1.5
Orange Campus	-	-	100	86	-	88	-	-	0	14	-	13	-	-	-	-	-	-	-	-	1.0	1.1	-	1.1
Centennial Education Center	-	-	14	57	100	46	-	-	57	43	0	46	-	-	29	0	0	9	-	-	2.1	1.4	1.0	1.6
Adult Learning Center	-	-	100	80	-	83	-	-	-	-	-	-	-	-	0	20	-	17	-	-	1.0	1.4	-	1.3
TOTAL	50	40	33	66	38	58	50	40	54	34	50	38	0	20	13	1	13	4	1.5	1.8	1.8	1.4	1.8	1.5
Campus administrators behave as though high priorities for them are to: be responsive to the local community. (item30d)																								
Santa Ana Campus	100	33	31	64	43	57	0	33	44	36	43	37	0	33	25	0	14	6	1.0	2.0	1.9	1.4	1.7	1.5
Orange Campus	-	-	100	86	-	88	-	-	-	-	-	-	-	-	-	14	-	13	-	-	1.0	1.3	-	1.3
Centennial Education Center	-	-	37	64	100	55	-	-	38	36	0	35	-	-	25	0	0	10	-	-	1.9	1.4	1.0	1.6
Adult Learning Center	-	-	100	75	-	80	-	-	-	-	-	-	-	-	0	25	-	20	-	-	1.0	1.5	-	1.4
TOTAL	100	33	39	66	50	59	0	33	39	32	38	33	0	33	23	2	13	8	1.0	2.0	1.8	1.4	1.6	1.5
Campus administrators behave as though high priorities for them are to: improve students' campus experiences. (item30e)																								
Santa Ana Campus	50	50	40	56	29	52	50	33	53	42	57	44	0	17	7	1	14	4	1.5	1.7	1.7	1.4	1.9	1.5
Orange Campus	-	-	100	86	-	88	-	-	-	-	-	-	-	-	0	14	-	13	-	-	1.0	1.3	-	1.3
Centennial Education Center	-	-	29	46	100	43	-	-	43	54	0	48	-	-	29	0	0	10	-	-	2.0	1.5	1.0	1.7
Adult Learning Center	-	-	100	80	-	83	-	-	-	-	-	-	-	-	0	17	-	17	-	-	1.0	1.4	-	1.3
TOTAL	50	50	42	58	38	54	50	33	46	39	50	41	0	17	13	3	13	6	1.5	1.7	1.7	1.4	1.8	1.5

	By Ethnicity																							
	Frequently						Occasionally/Seldom						Never						Average					
	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total
Campus administrators behave as though high priorities for them are to: increase the number of students from all ethnic groups. (item30f)																								
Santa Ana Campus	0	33	36	65	43	57	100	33	50	35	57	39	0	33	14	0	0	4	2.0	2.0	1.8	1.3	1.6	1.5
Orange Campus	-	-	0	86	-	75	-	-	100	0	-	13	-	-	0	14	-	13	-	-	2.0	1.3	-	1.4
Centennial Education Center	-	-	17	39	100	35	-	-	67	54	0	55	-	-	17	8	0	10	-	-	2.0	1.7	1.0	1.8
Adult Learning Center	-	-	100	80	-	83	-	-	-	-	-	-	-	-	0	20	-	17	-	-	1.0	1.4	-	1.3
TOTAL	0	33	32	64	50	56	100	33	55	33	50	38	0	33	14	3	0	6	2.0	2.0	1.8	1.4	1.5	1.5
Campus administrators behave as though high priorities for them are to: increase the number of students who graduate from all ethnic groups. (item30g)																								
Santa Ana Campus	50	33	39	70	43	62	50	33	48	29	57	34	0	33	15	1	0	5	1.5	2.0	1.8	1.3	1.6	1.4
Orange Campus	-	-	0	83	-	71	-	-	100	0	-	14	-	-	0	17	-	14	-	-	2.0	1.3	-	1.4
Centennial Education Center	-	-	17	43	100	38	-	-	50	57	0	52	-	-	33	0	0	10	-	-	2.2	1.6	1.0	1.7
Adult Learning Center	-	-	100	80	-	83	-	-	-	-	-	-	-	-	0	20	-	17	-	-	1.0	1.4	-	1.3
TOTAL	50	33	33	67	50	60	50	33	48	30	50	34	0	33	19	3	0	6	1.5	2.0	1.9	1.4	1.5	1.5
Campus administrators behave as though high priorities for them are to: educate students from all ethnic groups. (item30h)																								
Santa Ana Campus	50	67	53	77	57	72	50	17	33	22	43	25	0	17	13	1	0	4	1.5	1.5	1.6	1.2	1.4	1.3
Orange Campus	100	-	0	88	-	89	0	-	100	0	-	11	-	-	-	-	-	-	1.0	-	2.0	1.0	-	1.1
Centennial Education Center	-	-	29	64	100	55	-	-	29	29	0	27	-	-	43	7	0	18	-	-	2.1	1.4	1.0	1.6
Adult Learning Center	-	-	100	80	-	83	-	-	-	-	-	-	-	-	0	20	-	17	-	-1.5	1.0	1.4	-	1.3
TOTAL	67	67	46	77	63	71	33	17	33	20	38	23	0	17	21	3	0	6	1.3		1.8	1.3	1.4	1.3

	By Ethnicity																		Average					
	Strongly Agree/Agree						Neutral						Disagree/Strongly Disagree											
	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total
The student body adequately reflects the cultural diversity of its service area. (quest1)																								
Santa Ana Campus	0	67	64	78	67	74	0	17	7	7	17	8	100	17	29	15	17	18	4.0	2.2	2.6	2.0	2.3	2.1
Orange Campus	-	-	100	80	-	82	-	-	-	-	-	-	-	-	0	20	-	18	-	-	1.0	2.2	-	2.1
Centennial Education Center	-	-	67	92	100	85	-	-	17	8	0	10	-	-	17	0	0	5	-	-	2.5	1.6	1.0	1.9
Adult Learning Center	-	-	-	100	-	100	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1.4	-	1.4
TOTAL	0	67	67	81	71	77	0	17	10	6	14	8	100	17	24	13	14	16	4.0	2.2	2.5	2.0	2.1	2.1
RSC is responsive to the diverse needs of the changing demographics of our student body. (quest2)																								
Santa Ana Campus	100	50	47	84	67	76	0	17	24	12	17	14	0	33	29	5	17	10	1.5	2.7	2.9	1.9	2.3	2.1
Orange Campus	-	-	0	100	-	90	-	-	100	0	-	10	-	-	-	-	-	-	-	-	3.0	1.9	-	2.0
Centennial Education Center	-	-	0	79	100	60	-	-	60	21	0	30	-	-	40	0	0	10	-	-	3.9	1.9	1.0	2.3
Adult Learning Center	-	-	0	100	-	83	-	-	100	0	-	17	-	-	-	-	-	-	-	-	3.0	1.2	-	1.5
TOTAL	100	50	33	85	71	75	0	17	38	11	14	16	0	33	29	4	14	9	1.5	2.7	3.1	1.9	2.1	2.1
Disabled individuals have equal opportunities for recognition, respect, and advancement in my department. (quest4)																								
Santa Ana Campus	0	60	60	75	60	70	100	40	20	17	20	19	0	0	20	8	20	10	3.0	2.0	2.4	2.0	2.4	2.1
Orange Campus	100	-	-	83	-	86	0	-	-	17	-	14	-	-	-	-	-	-	2.0	-	-	1.7	-	1.7
Centennial Education Center	-	-	57	69	100	67	-	-	43	8	0	19	-	-	0	23	0	14	-	-	2.3	2.2	1.0	2.2
Adult Learning Center	-	-	0	80	-	67	-	-	100	20	-	33	-	-	-	-	-	-	-	-	3.0	1.6	-	1.8
TOTAL	50	60	57	75	67	71	50	40	30	16	17	20	0	0	13	9	17	10	2.5	2.0	2.4	2.0	2.2	2.1
RSC is committed to increasing the numbers and percentages of ethnic minorities in classified, faculty, and administrative positions. (quest5)																								
Santa Ana Campus	-	60	33	79	60	68	50	0	22	16	40	18	50	40	44	5	0	14	3.5	2.6	3.2	1.9	2.0	2.2
Orange Campus	-	-	0	100	-	86	-	-	-	-	-	-	-	-	100	0	-	14	-	-	4.0	2.0	-	2.3
Centennial Education Center	-	-	29	62	100	52	-	-	29	31	0	29	-	-	43	8	0	19	-	-	3.3	2.1	1.0	2.4
Adult Learning Center	-	-	-	-	-	-	-	-	-	-	-	-	-	-	100	100	-	100	-	-	2.0	1.4	-	1.5
TOTAL	0	60	33	79	67	68	50	0	22	16	33	18	50	40	44	5	0	14	3.5	2.6	3.2	1.9	1.8	2.2

	By Ethnicity																							
	Strongly Agree/Agree						Neutral						Disagree/Strongly Disagree						Average					
	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total
Ethnic minorities have equal opportunities for recognition, respect, and advancement in my department. (quest6)																								
Santa Ana Campus	100	67	56	89	75	83	0	0	13	9	0	9	0	33	31	2	25	9	1.0	2.3	2.6	1.6	2.0	1.8
Orange Campus	100	-	0	100	-	91	-	-	-	-	-	-	0	-	100	0	-	9	2.0	-	4.4	1.6	-	1.8
Centennial Education Center	-	-	25	87	100	67	-	-	13	7	0	8	-	-	63	7	0	25	-	-	3.6	1.6	2.0	2.3
Adult Learning Center	-	-	100	100	-	100	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2.0	1.4	-	1.5
TOTAL	100	67	46	90	80	81	0	0	12	8	0	8	0	33	42	3	20	11	1.5	2.3	2.9	1.6	2.0	1.9
I prefer to serve students who are: academically well-prepared for college. (quest7a)																								
Santa Ana Campus	50	67	57	70	60	68	50	33	14	24	40	24	0	0	29	6	0	8	2.5	2.0	2.4	2.0	1.8	2.0
Orange Campus	-	-	100	78	-	80	-	-	0	22	-	20	-	-	-	-	-	-	-	-	2.0	2.2	-	2.2
Centennial Education Center	-	-	38	[illegible]	-	47	-	-	25	22	-	24	-	-	38	22	-	29	-	-	3.0	2.3	-	2.6
Adult Learning Center	-	-	0	[illegible]	-	50	-	-	0	20	-	17	-	-	100	20	-	33	-	-	4.0	2.6	-	2.8
TOTAL	50	67	50	69	60	65	50	33	17	23	40	23	0	0	33	8	0	11	2.5	2.0	2.7	2.1	1.8	2.2
I prefer to serve students who are: well-motivated for college. (quest7b)																								
Santa Ana Campus	50	83	79	84	80	82	50	17	7	12	20	13	0	0	14	4	0	5	2.5	1.7	1.9	1.8	1.6	1.8
Orange Campus	-	-	100	89	-	90	-	-	0	11	-	10	-	-	-	-	-	-	-	-	2.0	1.8	-	1.9
Centennial Education Center	-	-	63	80	-	72	-	-	13	10	-	11	-	-	25	10	-	17	-	-	2.4	1.8	-	2.1
Adult Learning Center	-	-	0	80	-	67	-	-	0	20	-	17	-	-	100	0	-	17	-	-	4.0	2.0	-	2.3
TOTAL	50	83	71	84	80	81	50	17	8	12	20	13	0	0	21	4	0	6	2.5	1.7	2.2	1.8	1.6	1.8
I prefer to serve students who are: in need of assistance to succeed in college. (quest7c)																								
Santa Ana Campus	50	83	94	70	60	73	50	17	0	28	40	24	0	0	6	3	0	3	2.5	1.5	1.7	2.0	2.0	1.9
Orange Campus	-	-	100	67	-	70	-	-	0	33	-	30	-	-	-	-	-	-	-	-	1.0	2.3	-	2.2
Centennial Education Center	-	-	75	80	-	78	-	-	13	10	-	11	-	-	13	10	-	11	-	-	1.9	1.9	-	1.9
Adult Learning Center	-	-	100	60	-	67	-	-	0	40	-	33	-	-	-	-	-	-	-	-	2.0	2.2	-	2.2
TOTAL	50	83	89	70	60	73	50	17	4	27	40	23	0	0	8	3	0	4	2.5	1.5	1.7	2.0	2.0	1.9

	By Ethnicity																							
	Strongly Agree/Agree						Neutral						Disagree/Strongly Disagree						Average					
	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total
I prefer to serve students who are: of my ethnic group. (quest7d)																								
Santa Ana Campus	50	50	53	27	20	32	50	33	20	47	80	44	0	17	27	26	0	24	2.5	2.3	2.5	3.0	2.6	2.8
Orange Campus	-	-	100	33	-	40	-	-	0	56	-	50	-	-	0	11	-	10	-	-	1.0	2.9	-	2.7
Centennial Education Center	-	-	50	36	-	42	-	-	38	36	-	37	-	-	13	27	-	21	-	-	2.4	2.8	-	2.6
Adult Learning Center	-	-	0	80	-	67	-	-	0	20	-	17	-	-	100	0	-	17	-	-	4.0	1.8	-	2.2
TOTAL	50	50	52	31	20	36	50	33	24	46	80	43	0	17	24	23	0	22	2.5	2.3	2.4	2.9	2.6	2.8
I prefer to serve students who are: of other ethnic groups. (quest7e)																								
Santa Ana Campus	50	50	60	41	40	44	50	33	27	49	60	45	0	17	13	10	0	10	2.5	2.3	2.1	2.6	2.6	2.5
Orange Campus	-	-	100	33	-	42	-	-	0	56	-	50	-	-	0	11	-	10	-	-	1.0	2.9	-	2.7
Centennial Education Center	-	-	50	46	-	47	-	-	38	36	-	37	-	-	13	18	-	16	-	-	2.4	2.5	-	2.5
Adult Learning Center	-	-	0	80	-	67	-	-	0	20	-	17	-	-	100	0	-	17	-	-	4.0	1.8	-	2.2
TOTAL	50	50	56	43	40	45	50	33	28	47	60	43	0	17	16	11	0	11	2.5	2.3	2.2	2.5	2.6	2.5
In my opinion, special programs and policies: are necessary to attract students from a variety of ethnic groups. (quest8a)																								
Santa Ana Campus	100	100	88	76	43	77	0	0	12	13	29	13	0	0	0	12	29	10	1.5	1.7	1.5	2.1	3.0	2.0
Orange Campus	100	-	100	56	-	64	0	-	0	33	-	27	0	-	0	11	-	-	2.0	-	2.0	2.3	-	2.3
Centennial Education Center	-	-	71	73	100	74	-	-	14	13	0	13	-	-	14	13	0	13	-	-	2.0	2.1	1.0	2.0
Adult Learning Center	-	-	100	50	-	67	-	-	0	20	-	17	-	-	0	20	-	17	-	-	1.0	2.2	-	2.0
TOTAL	100	100	85	73	50	76	0	0	12	15	25	14	0	0	4	12	25	11	1.7	1.7	1.7	2.1	2.8	2.0
In my opinion, special programs and policies: often result in the hiring of instructors and support personnel who lack adequate qualifications. (quest8b)																								
Santa Ana Campus	0	17	13	38	50	34	0	67	33	32	0	32	100	17	53	30	50	35	4.0	3.0	3.7	2.9	3.0	3.0
Orange Campus	-	-	0	67	-	60	-	-	0	11	-	10	-	-	100	22	-	30	-	-	4.0	2.3	-	2.5
Centennial Education Center	-	-	14	43	100	36	-	-	14	21	0	18	-	-	71	36	0	46	-	-	4.3	2.9	2.0	3.3
Adult Learning Center	-	-	0	80	-	67	-	-	-	-	-	-	-	-	100	20	-	33	-	-	4.0	1.8	-	2.2
TOTAL	0	17	13	43	57	37	0	67	25	28	0	27	100	17	63	29	43	36	4.0	3.0	3.9	2.3	2.9	3.0

	By Ethnicity																							
	Strongly Agree/Agree						Neutral						Disagree/Strongly Disagree						Average					
	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total
In my opinion, special programs and policies: lead to resentment among students. (quest8c)																								
Santa Ana Campus	0	25	13	29	67	28	0	25	25	30	17	28	100	50	63	41	17	44	4.5	3.3	3.8	3.1	2.2	3.2
Orange Campus	-	-	100	50	-	56	-	-	0	38	-	33	-	-	0	13	-	11	-	-	1.0	2.6	-	2.4
Centennial Education Center	-	-	33	15	0	20	-	-	33	31	0	30	-	-	33	54	100	50	-	-	3.3	3.4	5.0	3.5
Adult Learning Center	-	-	-	25	-	25	-	-	-	50	-	50	-	-	-	25	-	25	-	-	-	3.0	-	3.0
TOTAL	0	25	22	29	57	29	0	25	26	32	14	29	100	50	52	40	29	42	4.5	3.3	3.5	3.1	2.6	3.2
In my opinion, special programs and policies: lead to resentment among faculty and staff. (quest8d)																								
Santa Ana Campus	0	60	50	37	67	41	0	20	31	33	17	31	100	20	19	30	17	28	4.5	2.4	2.7	2.9	2.2	2:8
Orange Campus	-	-	100	63	-	67	-	-	0	25	-	22	-	-	0	13	-	11	-	-	1.0	2.4	-	2.2
Centennial Education Center	-	-	43	43	0	41	-	-	43	21	0	27	-	-	14	36	100	32	-	-	2.7	3.0	5.0	3.0
Adult Learning Center	-	-	100	60	-	67	-	-	0	20	-	17	-	-	0	20	-	17	-	-	1.0	2.4	-	2.2
TOTAL	0	60	52	41	57	44	0	20	32	31	14	29	100	20	16	29	29	27	4.5	2.4	2.6	2.8	2.6	2.8
In my opinion, special programs and policies: enhance the quality of the student body. (quest8e)																								
Santa Ana Campus	50	83	82	70	20	70	50	0	18	28	60	27	0	17	0	2	20	3	2.0	1.7	1.8	2.1	3.2	2.1
Orange Campus	-	-	100	50	-	56	-	-	0	38	-	33	-	-	0	13	-	11	-	-	2.0	2.6	-	2.6
Centennial Education Center	-	-	67	69	0	65	-	-	17	15	0	15	-	-	17	15	100	20	-	-	2.2	2.4	5.0	2.5
Adult Learning Center	-	-	100	60	-	67	-	-	-	-	-	-	-	-	0	40	-	33	-	-	1.0	2.8	-	2.5
TOTAL	50	83	80	68	17	68	50	0	16	26	50	24	0	17	4	6	33	7	2.0	1.7	1.8	2.2	3.5	2.2
In my opinion, special programs and policies: reduce the prestige of the campus. (quest8f)																								
Santa Ana Campus	0	40	6	12	17	12	50	0	18	25	33	24	50	60	77	63	50	64	4.0	3.2	4.2	3.7	3.2	3.7
Orange Campus	-	-	0	13	-	11	-	-	0	25	-	22	-	-	100	63	-	67	-	-	5.0	3.4	-	3.6
Centennial Education Center	-	-	-	-	-	-	-	-	14	8	0	10	-	-	86	92	100	91	-	-	4.4	4.4	5.0	4.4
Adult Learning Center	-	-	-	-	-	-	-	-	0	20	-	17	-	-	100	80	-	83	-	-	5.0	4.0	-	4.2
TOTAL	0	40	4	10	17	10	50	0	15	23	29	22	50	60	81	67	57	69	4.0	3.2	4.3	3.8	3.4	3.8

	By Ethnicity																							
	Strongly Agree/Agree						Neutral						Disagree/Strongly Disagree						Average					
	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total
In my opinion, special programs and policies: lead to admission of too many underprepared students. (quest8g)																								
Santa Ana Campus	0	0	25	21	3	21	50	40	25	35	50	35	50	60	50	45	17	45	3.5	4.0	3.6	3.4	2.7	3.4
Orange Campus	-	-	0	50	-	44	-	-	0	13	-	11	-	-	100	38	-	44	-	-	5.0	2.9	-	3.1
Centennial Education Center	-	-	0	43	0	27	-	-	29	14	0	18	-	-	71	43	100	55	-	-	4.1	3.1	5.0	3.5
Adult Learning Center	-	-	0	40	-	33	-	-	100	40	-	50	-	-	0	20	-	17	-	-	3.0	3.0	-	3.0
TOTAL	0	0	16	27	29	24	50	40	28	31	43	31	50	60	56	43	29	45	3.5	4.0	3.8	3.3	3.0	3.4
In my opinion, special programs and policies: are necessary for the faculty and staff to be representative of the student body and community. (quest8h)																								
Santa Ana Campus	50	80	82	70	33	70	0	20	18	23	33	22	50	0	0	8	33	8	3.0	1.6	1.8	2.2	3.2	2.2
Orange Campus	-	-	100	50	-	56	-	-	0	38	-	33	-	-	0	13	-	11	-	-	1.0	2.5	-	2.3
Centennial Education Center	-	-	86	73	100	78	-	-	14	13	0	13	-	-	0	13	0	9	-	-	1.7	2.3	1.0	2.1
Adult Learning Center	-	-	100	80	-	83	-	-	-	-	-	-	-	-	0	20	-	17	-	-	1.0	2.2	-	2.0
TOTAL	50	80	85	69	43	71	0	20	15	21	29	20	50	0	0	9	29	9	3.0	1.6	1.7	2.3	2.9	2.2
In my opinion, special programs and policies: help to create a positive campus environment. (quest8i)																								
Santa Ana Campus	50	100	88	65	20	38	50	0	12	28	20	24	0	0	0	7	60	8	2.0	1.5	1.7	2.2	3.6	2.2
Orange Campus	100	-	-	50	-	56	0	-	-	13	-	11	0	-	-	38	-	33	2.0	-	-	2.9	-	2.8
Centennial Education Center	-	-	71	64	100	68	-	-	29	29	0	27	-	-	0	7	0	5	-	-	1.7	2.1	1.0	2.0
Adult Learning Center	-	-	100	80	-	83	-	-	-	-	-	-	-	-	0	20	-	17	-	-	2.0	2.0	-	2.0
TOTAL	67	100	84	64	33	68	33	0	16	26	17	23	0	0	0	10	50	9	2.0	1.5	1.7	2.3	3.2	2.2

	By Ethnicity																		Average					
	Strongly Agree/Agree						Neutral						Disagree/Strongly Disagree											
	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total
In my opinion, special programs and policies: provide educational opportunities for students who have potential for college but need special assistance. (quest8j)																								
Santa Ana Campus	100	100	94	84	43	84	0	0	6	13	29	12	0	0	0	3	29	4	1.5	1.5	1.6	1.9	2.7	1.9
Orange Campus	-	-	-	78	-	78	-	-	-	22	-	22	-	-	-	-	-	-	-	-	-	2.1	-	2.1
Centennial Education Center	-	-	71	100	100	91	-	-	29	0	0	9	-	-	-	-	-	-	-	-	1.6	1.7	1.0	1.6
Adult Learning Center	-	-	100	100	-	100	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1.0	1.6	-	1.5
TOTAL	100	100	88	86	50	85	0	0	12	11	25	11	0	0	0	3	29	3	1.5	1.5	1.6	1.9	2.5	1.8
The highest priorities on this campus in terms of students should be to enhance support for: all students (quest9a)																								
Santa Ana Campus	100	100	95	98	100	98	0	0	5	2	0	2	-	-	-	-	-	-	1.0	1.2	1.3	1.1	1.0	1.1
Orange Campus	-	-	100	90	-	92	0	-	0	10	-	8	-	-	-	-	-	-	2.0	-	1.0	1.4	-	1.4
Centennial Education Center	-	-	86	100	100	96	-	-	100	0	0	4	-	-	-	-	-	-	-	-	1.3	1.2	1.0	1.2
Adult Learning Center	-	-	100	100	-	100	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1.0	1.0	-	1.0
TOTAL	100	100	93	98	100	97	0	0	7	3	0	3	-	-	-	-	-	-	1.3	1.2	1.3	1.2	1.0	1.2
The highest priorities on this campus in terms of students should be to enhance support for: recruitment of students from specific ethnic groups. (quest9b)																								
Santa Ana Campus	100	67	72	41	29	47	0	17	28	33	29	30	0	17	0	27	43	23	1.0	2.2	1.9	2.8	3.1	2.7
Orange Campus	-	-	100	60	-	64	-	-	0	20	-	18	-	-	0	20	-	18	-	-	2.0	2.5	-	2.5
Centennial Education Center	-	-	14	53	100	44	-	-	43	27	0	30	-	-	43	20	0	26	-	-	3.1	2.7	1.0	2.7
Adult Learning Center	-	-	0	40	-	33	-	-	100	20	-	33	-	-	0	40	-	33	-	-	3.0	3.2	-	3.2
TOTAL	100	67	56	44	38	47	0	17	33	30	25	30	0	17	11	26	38	23	1.0	2.2	2.3	2.8	2.9	2.7

	By Ethnicity																		Average					
	Strongly Agree/Agree						Neutral						Disagree/Strongly Disagree											
	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total
The highest priorities on this campus in terms of students should be to enhance support for: retention of all enrolled students. (quest9d)																								
Santa Ana Campus	100	83	95	91	86	91	0	17	5	7	14	7	0	0	0	2	0	2	1.0	1.7	1.4	1.5	1.4	1.5
Orange Campus	-	-	100	100	-	100	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1.0	1.4	-	1.4
Centennial Education Center	-	-	71	86	100	82	-	-	14	0	0	5	-	-	14	14	0	14	-	-	2.0	1.9	1.0	1.9
Adult Learning Center	-	-	100	100	-	100	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1.0	1.2	-	1.2
TOTAL	100	83	89	92	88	91	0	17	7	5	13	6	0	0	4	3	0	3	1.0	1.7	1.5	1.5	1.4	1.5
The highest priorities on this campus in terms of students should be to enhance support for: retention of students from specific ethnic groups. (quest9e)																								
Santa Ana Campus	100	33	78	52	43	55	0	33	22	27	14	25	0	33	0	21	43	20	1.0	3.0	1.8	2.6	2.9	2.5
Orange Campus	-	-	100	70	-	73	-	-	0	10	-	9	-	-	0	20	-	18	-	-	2.0	2.4	-	2.4
Centennial Education Center	-	-	57	64	100	64	-	-	14	14	0	14	-	-	29	21	0	23	-	-	2.3	2.5	1.0	2.4
Adult Learning Center	-	-	100	40	-	50	-	-	0	20	-	17	-	-	0	40	-	33	-	-	1.0	3.2	-	2.8
TOTAL	100	33	74	54	50	57	0	33	19	24	13	22	0	33	7	22	38	20	1.0	3.0	1.9	2.6	2.6	2.5
The highest priorities on this campus in terms of students should be to enhance support for: retention of enrolled students who have the potential for college but need special assistance. (quest9f)																								
Santa Ana Campus	100	67	83	85	71	84	0	17	17	9	14	11	0	17	0	6	14	6	1.0	2.0	1.6	1.8	2.3	1.8
Orange Campus	-	-	100	80	-	82	-	-	0	20	-	18		-	-	-	-	-	-	-	1.0	1.8	-	1.7
Centennial Education Center	-	-	57	79	100	73	-	-	14	14	0	14	-	-	29	7	0	14	-	-	2.3	1.7	1.0	1.9
Adult Learning Center	-	-	100	60	-	67	-	-	0	40	-	33	-	-	-	-	-	-	-	-	1.0	2.2	-	2.0
TOTAL	100	67	78	83	75	81	0	17	15	12	13	12	0	17	7	5	13	6	1.0	2.0	1.7	1.8	2.1	1.8

Equity Study Questionnaire Response Distributions
Staff Questionnaire
Responses by Gender

	By Gender									Average		
	Frequently			Occasionally/Seldom			Never					
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
I am treated rudely at RSC by: faculty, staff or administrators of my sex. (item7c)												
Santa Ana Campus	3	1	2	27	35	32	71	64	66	2.7	2.6	2.6
Orange Campus	-	-	-	0	13	9	100	88	91	3.0	2.9	2.9
Centennial Education Center	0	16	13	20	47	42	80	37	46	2.8	2.2	2.3
Adult Learning Center	-	-	-	0	25	20	100	75	80	3.0	2.8	2.8
TOTAL	2	4	3	23	35	32	74	62	65	2.7	2.6	2.6
I am treated rudely at RSC by: faculty, staff or administrators of the opposite sex. (item7d)												
Santa Ana Campus	3	2	3	32	35	34	65	63	64	2.6	2.6	2.6
Orange Campus	33	0	9	0	13	9	67	88	82	2.3	2.9	2.7
Centennial Education Center	0	5	4	20	42	38	80	53	58	2.8	2.5	2.5
Adult Learning Center	-	-	-	0	50	40	100	50	60	3.0	2.5	2.6
TOTAL	5	3	3	28	35	33	67	63	64	2.6	2.6	2.6
I am treated rudely at RSC by: both male and female faculty, staff, or administrators. (item7e)												
Santa Ana Campus	3	0	1	32	31	32	65	69	68	2.6	2.7	2.7
Orange Campus	-	-	-	0	25	18	100	75	82	3.0	2.8	2.8
Centennial Education Center	0	6	4	20	56	48	80	39	48	2.8	2.3	2.4
Adult Learning Center	-	-	-	0	33	25	100	67	75	3.0	2.7	2.8
TOTAL	2	1	1	28	35	33	70	64	66	2.7	2.6	2.6
I collaborate professionally with faculty and/or staff of: my gender (item8c)												
Santa Ana Campus	75	76	76	19	20	20	6	3	4	1.3	1.3	1.3
Orange Campus	33	89	75	33	11	17	33	0	8	2.0	1.1	1.3
Centennial Education Center	80	83	83	20	7	9	0	11	9	1.2	1.3	1.3
Adult Learning Center	50	100	83	50	0	17	-	-	-	1.5	1.0	1.2
TOTAL	71	79	77	21	17	18	7	4	5	1.4	1.3	1.3

	By Gender									Average		
	Frequently			Occasionally/Seldom			Never					
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
I collaborate professionally with faculty and/or staff of: the opposite gender. (item8d)												
Santa Ana Campus	81	69	72	16	28	25	3	3	3	1.2	1.3	1.3
Orange Campus	33	78	67	33	22	25	33	0	8	2.0	1.2	1.4
Centennial Education Center	80	65	68	20	24	23	0	12	9	1.2	1.5	1.4
Adult Learning Center	100	75	83	0	25	17	-	-	-	1.0	1.3	1.2
TOTAL	79	69	72	17	27	24	5	4	4	1.3	1.3	1.3
I interact socially with faculty and/or staff of: my gender. (item9c)												
Santa Ana Campus	36	49	46	29	38	36	36	13	19	1.9	1.6	1.7
Orange Campus	0	67	55	50	33	36	50	0	9	1.7	1.4	1.5
Centennial Education Center	50	56	55	25	22	23	25	22	23	1.6	1.2	1.5
Adult Learning Center	50	25	33	0	50	33	50	25	33	2.0	1.3	1.4
TOTAL	33	57	51	48	34	38	19	9	12	1.9	1.5	1.6
I interact socially with faculty and/or staff of: the opposite gender. (item9d)												
Santa Ana Campus	27	40	36	55	49	50	18	11	13	1.9	1.7	1.8
Orange Campus	33	33	33	67	67	67	-	-	-	1.7	1.7	1.7
Centennial Education Center	40	47	46	40	37	38	20	16	17	1.8	1.7	1.7
Adult Learning Center	0	75	60	100	25	40	-	-	-	2.0	1.3	1.4
TOTAL	29	42	38	55	48	49	17	11	12	1.9	1.7	1.7
I have seen or heard about campus events where: women in general are portrayed negatively. (item11b)												
Santa Ana Campus	-	-	-	9	23	19	91	77	81	2.9	2.8	2.8
Orange Campus	-	-	-	0	11	8	100	89	92	3.0	2.9	2.9
Centennial Education Center	0	6	4	0	17	13	100	78	83	3.0	2.7	2.8
Adult Learning Center	50	0	17	0	25	17	50	75	67	2.0	2.8	2.5
TOTAL	2	1	1	7	21	17	91	78	81	2.9	2.8	2.8

	By Gender									Average		
	Frequently			Occasionally/Seldom			Never					
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
I have seen or heard about campus events where: men in general are portrayed negatively. (item11c)												
Santa Ana Campus	3	0	1	18	7	11	79	93	89	2.8	2.9	2.9
Orange Campus	-	-	-	-	-	-	100	100	100	3.0	3.0	3.0
Centennial Education Center	-	-	-	0	12	9	100	88	91	3.0	2.9	2.9
Adult Learning Center	-	-	-	-	-	-	100	100	100	3.0	3.0	3.0
TOTAL	2	0	1	14	7	9	84	93	90	2.8	2.9	2.9
I have seen or heard about sexist behavior initiated by: female support personnel. (item12a)												
Santa Ana Campus	3	1	2	15	19	18	82	80	81	2.8	2.8	2.8
Orange Campus	-	-	-	33	33	33	67	67	67	2.7	2.7	2.7
Centennial Education Center	0	6	4	100	22	39	0	72	57	2.0	2.7	2.5
Adult Learning Center	-	-	-	0	25	17	100	75	83	3.0	2.8	2.8
TOTAL	2	2	2	26	21	22	72	78	76	2.7	2.8	2.7
I have seen or heard about sexist behavior initiated by: male support personnel. (item12b)												
Santa Ana Campus	6	7	7	30	45	41	64	48	52	2.6	2.4	2.5
Orange Campus	-	-	-	0	56	42	100	44	58	3.0	2.4	2.6
Centennial Education Center	60	0	13	20	50	44	20	50	44	1.6	2.5	2.3
Adult Learning Center	50	0	17	0	50	33	50	50	50	2.0	2.5	2.3
TOTAL	14	5	8	26	47	41	61	48	51	2.5	2.4	2.4
I have seen or heard about sexist behavior initiated by: female faculty. (item12c)												
Santa Ana Campus	6	1	3	21	20	20	73	79	77	2.7	2.8	2.7
Orange Campus	-	-	-	0	22	17	100	78	83	3.0	2.8	2.8
Centennial Education Center	2	0	5	60	24	32	20	77	64	2.0	2.8	2.6
Adult Learning Center	-	-	-	0	25	17	100	75	83	3.0	2.8	2.8
TOTAL	7	1	3	23	21	21	70	78	76	2.6	2.8	2.7

	By Gender									Average		
	Frequently			Occasionally/Seldom			Never					
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
I have seen or heard about sexist behavior initiated by: male faculty. (item12d)												
Santa Ana Campus	3	2	3	25	44	39	72	54	59	2.7	2.5	2.6
Orange Campus	0	11	8	0	44	33	100	44	58	3.0	2.3	2.5
Centennial Education Center	40	11	17	40	28	30	20	61	52	1.8	2.5	2.3
Adult Learning Center	-	-	-	0	50	33	100	50	67	3.0	2.5	2.7
TOTAL	7	4	5	24	41	37	69	54	58	2.6	2.5	2.5
I have seen or heard about sexist behavior initiated by: female students. (item12e)												
Santa Ana Campus	-	-	-	9	15	14	91	85	87	2.9	2.8	2.9
Orange Campus	-	-	-	0	22	17	100	78	83	3.0	2.8	2.8
Centennial Education Center	20	0	5	80	24	36	0	77	59	1.8	2.8	2.5
Adult Learning Center	-	-	-	0	67	40	100	33	60	3.0	2.3	2.6
TOTAL	2	0	1	16	19	18	81	81	81	2.8	2.8	2.8
I have seen or heard about sexist behavior initiated by: male students. (item12f)												
Santa Ana Campus	3	3	3	30	36	34	67	62	63	2.6	2.6	2.6
Orange Campus	0	11	8	0	44	33	100	44	58	3.0	2.3	2.5
Centennial Education Center	80	0	18	20	29	27	0	71	55	1.2	2.7	2.4
Adult Learning Center	-	-	-	0	100	60	100	0	40	3.0	2.0	2.4
TOTAL	12	3	5	26	37	34	63	60	61	2.5	2.6	2.6
I have seen on this campus: negative graffiti about women. (item13d)												
Santa Ana Campus	9	4	6	36	26	30	55	69	65	2.5	2.7	2.6
Orange Campus	33	0	10	0	29	20	67	71	70	2.3	2.7	2.6
Centennial Education Center	100	0	19	0	29	24	0	71	57	1.0	2.7	2.4
Adult Learning Center	0	25	20	100	0	20	0	75	60	2.0	2.5	2.4
TOTAL	20	4	9	32	26	28	49	70	64	2.3	2.7	2.6

	By Gender									Average		
	Frequently			Occasionally/Seldom			Never					
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
I see materials in campus media that increase my understanding of individuals based on: their sex. (item14b)												
Santa Ana Campus	23	22	22	58	53	55	19	25	23	2.0	2.0	2.0
Orange Campus	-	-	-	50	100	86	50	0	14	2.5	2.0	2.1
Centennial Education Center	20	17	18	60	42	47	20	42	35	2.0	2.3	2.2
Adult Learning Center	0	33	25	0	33	25	100	33	50	3.0	2.0	2.3
TOTAL	21	21	21	56	53	54	23	26	25	2.0	2.1	2.0
I see materials in campus media in which individuals are stereotyped based on: their sex. (item15b)												
Santa Ana Campus	4	3	3	15	26	23	81	71	74	2.8	2.7	2.7
Orange Campus	-	-	-	0	20	14	100	80	86	3.0	2.8	2.9
Centennial Education Center	20	0	6	20	36	31	60	64	63	2.4	2.6	2.6
Adult Learning Center	-	-	-	0	33	25	100	67	75	3.0	2.7	2.8
TOTAL	6	2	3	15	27	24	79	71	73	2.7	2.7	2.7
Administrators on this campus act as though they are: supportive of women students. (item29e)												
Santa Ana Campus	85	69	73	15	30	26	0	1	1	1.1	1.3	1.3
Orange Campus	100	100	100	-	-	-	-	-	-	1.0	1.0	1.0
Centennial Education Center	75	59	62	25	35	33	0	6	5	1.3	1.5	1.4
Adult Learning Center	100	75	83	0	25	17	-	-	-	1.0	1.3	1.2
TOTAL	85	69	73	15	29	26	0	2	1	1.1	1.3	1.3
Administrators on this campus act as though they are: willing to mentor women faculty and staff. (item29h)												
Santa Ana Campus	65	55	57	35	41	39	-	5	4	1.4	1.5	1.5
Orange Campus	-	100	83	100	-	16	-	-	-	2.0	1.0	1.2
Centennial Education Center	67	47	50	33	40	39	-	13	11	1.3	1.7	1.6
Adult Learning Center	-	100	75	-	-	-	100	-	25	3.0	1.0	1.5
TOTAL	60	58	58	36	37	37	4	6	5	1.4	1.5	1.5

	By Gender									Average		
	Frequently			Occasionally/Seldom			Never					
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Administrators on this campus act as though they are: supportive of women faculty and staff. (item29l)												
Santa Ana Campus	74	61	64	26	39	36	-	-	-	1.3	1.4	1.4
Orange Campus	100	100	100	-	-	-	-	-	-	1.0	1.0	1.0
Centennial Education Center	67	53	56	33	33	33	-	13	11	1.3	1.6	1.6
Adult Learning Center	100	100	100	-	-	-	-	-	-	1.0	1.0	1.0
TOTAL	76	64	66	24	35	32	0	2	1	1.2	1.4	1.4
At RSC, I have been discriminated against recently because of my: gender (item16b)												
Santa Ana Campus	10	2	4	20	24	23	70	74	73	2.6	2.7	2.7
Orange Campus	-	-	-	33	0	8	67	100	92	2.3	3.0	2.8
Centennial Education Center	-	-	-	0	26	21	100	74	79	3.0	2.7	2.8
Adult Learning Center	-	-	-	0	50	33	100	50	67	3.0	2.5	2.7
TOTAL	10	2	4	15	23	21	75	75	75	2.7	2.7	2.7
At RSC, I have been harassed recently because of my: gender. (item17b)												
Santa Ana Campus	3	1	2	16	19	18	81	80	80	2.8	2.8	2.8
Orange Campus	33	0	8	0	11	8	67	89	83	2.3	2.9	2.8
Centennial Education Center	-	-	-	0	11	9	100	89	91	3.0	2.9	2.9
Adult Learning Center	-	-	-	-	-	-	100	100	100	3.0	3.0	3.0
TOTAL	5	1	2	12	16	15	83	83	83	2.8	2.8	2.8
At RSC, I have heard insensitive or disparaging comments recently about women by: faculty. (item22a)												
Santa Ana Campus	3	4	4	21	19	19	77	77	77	2.7	2.7	2.7
Orange Campus	-	-	-	0	22	17	100	78	83	3.0	2.8	2.8
Centennial Education Center	-	-	-	60	25	33	40	75	67	2.4	2.8	2.7
Adult Learning Center	-	-	-	0	50	33	100	50	67	3.0	2.5	2.7
TOTAL	2	3	3	23	21	22	75	76	76	2.7	2.7	2.7

	By Gender											
	Frequently			Occasionally/Seldom			Never			Average		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
At RSC, I have heard insensitive or disparaging comments recently about women by: staff. (item22b)												
Santa Ana Campus	3	3	3	32	19	22	65	79	75	2.6	2.8	2.7
Orange Campus	-	-	-	0	22	17	100	78	83	3.0	2.8	2.8
Centennial Education Center	-	-	-	80	29	41	20	71	59	2.2	2.7	2.6
Adult Learning Center	50	0	17	0	25	17	50	75	67	2.0	2.8	2.5
TOTAL	5	3	3	34	20	24	61	78	73	2.6	2.8	2.7
At RSC, I have heard insensitie or disparaging comments recently about women by: administrators. (item22c)												
Santa Ana Campus	0	7	5	27	15	18	73	78	77	2.7	2.7	2.7
Orange Campus	-	-	-	0	11	8	100	89	92	3.0	2.9	2.9
Centennial Education Center	-	-	-	20	24	23	80	77	77	2.8	2.8	2.8
Adult Learning Center	-	-	-	0	25	17	100	75	83	3.0	2.8	2.8
TOTAL	0	5	4	23	16	18	77	79	78	2.8	2.7	2.7
At RSC, I have heard insensitie or disparaging comments recently about women by: students. (item22d)												
Santa Ana Campus	3	3	3	16	15	15	81	82	81	2.8	2.8	2.8
Orange Campus	-	-	-	0	22	17	100	78	83	3.0	2.8	2.8
Centennial Education Center	40	0	10	40	19	24	20	81	67	1.8	2.8	2.6
Adult Learning Center	-	-	-	-	-	-	100	100	100	3.0	3.0	3.0
TOTAL	7	3	4	17	16	16	76	82	80	2.7	2.8	2.8

	By Gender									Average		
	Frequently			Occasionally/Seldom			Never					
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
My relationship with other staff members is generally: uncomfortable with those of the opposite gender. (item23g)												
Santa Ana Campus	0	2	2	9	21	18	91	76	80	2.9	2.7	2.8
Orange Campus	-	-	-	0	22	18	100	78	82	3.0	2.8	2.8
Centennial Education Center	-	-	-	20	26	25	80	74	75	2.8	2.7	2.8
Adult Learning Center	50	0	20	0	33	20	50	67	60	2.0	2.7	2.4
TOTAL	2	2	2	10	23	19	88	76	79	2.9	2.7	2.8
My relationship with other staff members is generally: uncomfortable with those of my gender. (item23h)												
Santa Ana Campus	66	77	74	25	13	16	9	10	10	1.4	1.3	1.4
Orange Campus	100	100	100	-	-	-	-	-	-	1.0	1.0	1.0
Centennial Education Center	80	63	67	0	21	17	20	16	17	1.4	1.5	1.5
Adult Learning Center	100	100	100	-	-	-	-	-	-	1.0	1.0	1.0
TOTAL	71	77	76	20	13	14	10	10	10	1.4	1.3	1.3
Faculty and staff on this campus generally act as though they are: willing, when appropriate, to incorporate racial, ethnic, and gender perspectives into their courses. (item24d)												
Santa Ana Campus	63	56	58	29	39	37	8	5	6	1.5	1.5	1.5
Orange Campus	100	83	88	-	-	-	0	17	13	1.0	1.3	1.3
Centennial Education Center	25	56	50	50	38	40	25	6	10	2.0	1.5	1.6
Adult Learning Center	100	100	100	-	-	-	-	-	-	1.0	1.0	1.0
TOTAL	63	59	60	28	35	33	9	6	7	1.5	1.5	1.5

	By Gender									Average		
	Strongly Agree/Agree			Neutral			Disagree/Strongly Disagree					
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Women have equal opportunities with men for recognition, respect, and advancement in my department. (quest3)												
Santa Ana Campus	79	66	70	18	14	15	3	20	15	1.8	2.3	2.1
Orange Campus	100	88	91	-	-	-	0	13	9	1.3	2.1	1.9
Centennial Education Center	60	42	46	40	21	25	0	37	29	1.8	2.8	2.6
Adult Learning Center	50	25	33	50	50	50	0	25	17	2.0	3.0	2.7
TOTAL	77	63	66	21	15	17	2	22	17	1.7	2.4	2.2
I prefer to serve students who are of my gender. (quest7f)												
Santa Ana Campus	31	36	35	47	47	47	22	17	18	2.8	2.7	2.7
Orange Campus	0	44	40	100	44	50	0	11	10	3.0	2.7	2.7
Centennial Education Center	33	44	42	33	38	37	33	19	21	3.0	2.6	2.6
Adult Learning Center	100	50	67	0	25	17	0	25	17	1.5	2.5	2.2
TOTAL	34	39	38	45	44	44	21	17	18	2.8	2.6	2.7
I prefer to serve students who are of the opposite gender. (quest7g)												
Santa Ana Campus	38	39	38	50	48	49	13	13	13	2.7	2.6	2.6
Orange Campus	0	44	40	100	44	50	0	11	10	3.0	2.7	2.7
Centennial Education Center	33	53	50	67	27	33	0	20	17	2.3	2.5	2.4
Adult Learning Center	100	50	67	0	25	17	0	25	17	1.5	2.5	2.2
TOTAL	40	42	41	50	44	45	11	15	14	2.6	2.6	2.6
The highest priorities on this campus in terms of students should be to enhance support for: recruitment of women students. (quest9c)												
Santa Ana Campus	36	49	46	29	38	36	36	13	19	3.2	2.5	2.7
Orange Campus	0	67	55	50	33	36	50	0	9	4.0	2.2	2.5
Centennial Education Center	50	56	55	25	22	23	25	22	23	2.8	2.6	2.6
Adult Learning Center	50	25	33	0	50	33	50	25	33	3.0	3.3	3.2
TOTAL	36	50	47	28	36	34	36	14	19	3.2	2.5	2.7

Equity Study Questionnaire Response Distributions
Staff Questionnaire
Responses by Number Years Worked at RSC

	By Years Worked at RSC																		Average					
	Frequently						Occasionally/Seldom						Never											
	1-5	6-10	11-15	16-20	20+	Total	1-5	6-10	11-15	16-20	20+	Total	1-5	6-10	11-15	16-20	20+	Total	1-5	6-10	11-15	16-20	20+	Total
I feel that I don't fit in very well with my colleagues. (fit)																								
Santa Ana Campus	7	0	0	0	0	3	37	21	42	28	17	33	56	79	58	72	83	65	2.5	2.8	2.6	2.7	2.8	2.6
Orange Campus	0	20	0	50	-	18	0	0	100	0	-	9	100	80	0	50	-	73	3.0	2.6	2.0	2.0	-	2.5
Centennial Education Center	10	0	0	0	0	4	40	33	75	100	100	52	50	67	25	0	0	44	2.4	2.7	2.3	2.0	2.0	2.4
Adult Learning Center	-	-	-	-	-	-	50	0	0	-	-	25	50	100	100	-	-	75	2.5	3.0	3.0	-	-	2.8
TOTAL	7	3	0	5	0	4	36	19	46	32	29	34	57	78	54	64	71	63	2.5	2.8	2.5	2.6	2.7	2.6
I collaborate professionally with faculty and/or staff of: my ethnic group. (itemBa)																								
Santa Ana Campus	71	63	82	75	60	72	22	29	18	25	20	23	7	8	0	0	20	5	1.4	1.5	1.2	1.3	1.6	1.3
Orange Campus	75	80	100	50	-	75	25	20	0	0	-	17	0	0	0	50	-	8	1.3	1.2	1.0	2.0	-	1.3
Centennial Education Center	90	50	100	50	100	78	0	33	0	0	0	5	10	17	0	50	0	13	1.2	1.7	1.0	2.0	1.0	1.3
Adult Learning Center	100	50	100	-	-	83	0	50	0	-	-	17	-	-	-	-	-	-	1.0	1.5	1.0	-	-	1.2
TOTAL	75	62	85	71	67	74	18	30	15	21	17	20	7	8	0	8	17	6	1.3	1.5	1.2	1.4	1.4	1.3
I collaborate professionally with faculty and/or staff of: other ethnic groups. (item8b)																								
Santa Ana Campus	74	58	79	75	67	72	21	33	21	25	17	24	5	8	0	0	17	4	1.3	1.5	1.2	1.3	1.5	1.3
Orange Campus	75	60	100	50	-	67	25	40	0	0	-	25	0	0	0	50	-	8	1.3	1.4	1.0	2.0	-	1.4
Centennial Education Center	100	83	75	50	100	86	0	0	25	0	0	5	0	17	0	50	0	9	1.0	1.3	1.3	2.0	1.0	1.2
Adult Learning Center	100	100	100	-	-	100	-	-	-	-	-	-	-	-	-	-	-	-	1.1	1.0	1.0	-	-	1.0
TOTAL	79	65	80	71	71	75	18	27	20	21	14	21	4	8	0	8	14	5	1.2	1.2	1.2	1.4	1.4	1.3
I collaborate professionally with faculty and/or staff of: my gender. (item8c)																								
Santa Ana Campus	76	63	82	85	60	76	15	29	18	15	20	20	5	8	0	0	20	4	1.3	1.5	1.2	1.2	1.6	1.3
Orange Campus	75	80	100	50	-	75	25	20	0	0	-	17	0	0	0	50	-	8	1.3	1.2	1.0	2.0	-	1.3
Centennial Education Center	50	83	75	50	100	83	10	0	25	0	0	9	0	17	0	50	0	9	1.1	1.3	1.3	2.0	1.0	1.3
Adult Learning Center	50	100	100	-	-	83	50	0	0	-	-	17	-	-	-	-	-	-	1.5	1.0	1.0	-	-	1.2
TOTAL	78	70	83	79	67	77	19	22	18	13	17	18	3	8	0	8	17	5	1.3	1.4	1.2	1.3	1.5	1.3

	By Years Worked at RSC																		Average					
	Frequently						Occasionally/Seldom						Never											
	1-5	6-10	11-15	16-20	20+	Total	1-5	6-10	11-15	16-20	20+	Total	1-5	6-10	11-15	16-20	20+	Total	1-5	6-10	11-15	16-20	20+	Total
I collaborate professionally with faculty and/or staff of: the opposite gender. (item8d)																								
Santa Ana Campus	67	67	79	80	60	72	29	29	21	20	20	25	5	4	0	0	20	3	1.4	1.4	1.2	1.2	1.6	1.3
Orange Campus	75	60	100	50	-	67	25	40	0	0	-	25	0	0	0	50	-	8	1.3	1.4	1.0	2.0	-	1.4
Centennial Education Center	78	67	50	50	100	68	22	17	50	0	0	23	0	17	0	50	0	5	1.2	1.5	1.5	2.0	1.0	1.4
Adult Learning Center	100	50	100	-	-	83	0	50	0	-	-	17	-	-	-	-	-	-	1.0	1.5	1.0	-	-	1.2
TOTAL	70	65	78	75	67	71	26	30	23	17	17	24	4	5	0	8	17	4	1.3	1.4	1.2	1.3	1.5	1.3
I interact socially with faculty and/or staff of: my ethnic group. (item9a)																								
Santa Ana Campus	41	28	52	58	40	44	46	52	36	42	40	44	13	20	13	0	20	13	1.7	1.9	1.6	1.4	1.8	1.7
Orange Campus	50	40	100	50	-	50	50	60	0	50	-	50	-	-	-	-	-	-	1.5	1.6	1.0	1.5	-	1.5
Centennial Education Center	55	50	75	50	100	58	27	33	25	0	0	25	18	17	0	50	0	17	1.6	1.7	1.3	2.0	1.0	1.6
Adult Learning Center	100	50	50	-	-	60	0	50	50	-	-	40	-	-	-	-	-	-	1.0	1.5	1.5	-	-	1.4
TOTAL	46	34	55	57	50	47	42	50	34	39	33	41	13	16	11	4	17	12	1.7	1.8	1.6	1.5	1.7	1.7
I interact socially with faculty and/or staff of: other ethnic groups. (item9b)																								
Santa Ana Campus	38	32	45	50	20	40	49	52	42	50	60	48	13	16	13	0	20	12	1.7	1.8	1.7	1.5	2.0	1.7
Orange Campus	25	20	100	50	-	33	50	80	0	0	-	50	25	0	0	50	-	17	2.0	1.8	1.0	2.0	-	1.8
Centennial Education Center	55	67	50	50	100	58	27	17	50	0	0	25	18	17	0	50	0	17	1.6	1.5	1.5	2.0	1.0	1.6
Adult Learning Center	100	50	50	-	-	60	0	50	50	-	-	40	-	-	-	-	-	-	1.0	1.5	1.5	-	-	1.4
TOTAL	42	37	47	50	33	43	44	50	42	42	50	45	15	13	11	8	17	12	1.7	1.8	1.6	1.6	1.8	1.7
I interact socially with faculty and/or staff of: my gender. (item9c)																								
Santa Ana Campus	45	40	50	65	20	48	40	44	34	35	60	39	15	16	16	0	20	13	1.7	1.8	1.7	1.4	2.0	1.7
Orange Campus	50	40	100	50	-	50	50	60	0	50	-	50	-	-	-	-	-	-	1.5	1.6	1.0	1.5	-	1.5
Centennial Education Center	64	67	75	50	100	67	27	17	25	0	0	21	9	17	0	50	0	13	1.5	1.5	1.3	2.0	1.0	1.5
Adult Learning Center	100	50	50	-	-	60	0	50	50	-	-	40	-	-	-	-	-	-	1.0	1.5	1.5	-	-	1.4
TOTAL	50	45	54	63	33	51	38	42	33	33	50	37	13	13	13	4	17	12	1.6	1.7	1.6	1.4	1.8	1.6

	By Years Worked at RSC																		Average					
	Frequently						Occasionally/Seldom						Never											
	1-5	6-10	11-15	16-20	20+	Total	1-5	6-10	11-15	16-20	20+	Total	1-5	6-10	11-15	16-20	20+	Total	1-5	6-10	11-15	16-20	20+	Total
I interact socially with faculty and/or staff of: the opposite gender. (item9d)																								
Santa Ana Campus	35	28	45	42	20	37	52	56	36	58	60	50	13	10	19	0	20	13	1.8	1.9	1.7	1.6	2.0	1.8
Orange Campus	25	20	100	50	-	33	75	80	0	50	-	67	-	-	-	-	-	-	1.8	1.8	1.0	1.5	-	1.7
Centennial Education Center	46	33	50	50	100	46	36	50	50	0	0	38	18	17	0	50	0	17	1.7	1.8	1.5	2.0	1.0	1.7
Adult Learning Center	100	50	50	-	-	60	0	50	50	-	-	40	-	-	-	-	-	-	1.0	1.5	1.5	-	-	1.4
TOTAL	38	29	47	44	33	39	50	58	37	52	50	49	13	13	16	4	17	12	1.8	1.8	1.7	1.6	1.8	1.7
I have seen or heard about racist behavior initiated by: ethnic minority support personnel. (item10a)																								
Santa Ana Campus	3	8	3	0	0	4	21	21	33	29	80	28	76	71	63	71	20	68	2.7	2.6	2.6	2.7	2.2	2.6
Orange Campus	-	-	-	-	-	-	0	20	100	50	-	25	100	80	0	50	-	75	3.0	2.8	2.0	2.5	-	2.8
Centennial Education Center	0	0	0	50	100	10	20	50	25	0	0	24	80	50	75	50	0	67	2.8	2.5	2.8	2.0	1.0	2.6
Adult Learning Center	-	-	-	-	-	-	0	0	100	-	-	25	100	100	0	-	-	75	3.0	3.0	2.0	-	-	2.8
TOTAL	2	6	3	5	17	4	19	23	36	29	67	27	79	71	61	67	17	69	2.8	2.7	2.6	2.6	2.0	2.6
I have seen or heard about racist behavior initiated by: non-ethnic minority support personnel. (item10b)																								
Santa Ana Campus	3	0	3	6	0	3	21	38	48	35	60	36	77	63	48	59	40	62	2.7	2.6	2.4	2.5	2.4	2.6
Orange Campus	-	-	-	-	-	-	25	20	100	50	-	33	75	80	0	50	-	67	2.8	2.8	2.0	2.5	-	2.7
Centennial Education Center	0	0	0	50	0	5	30	60	0	0	100	32	70	40	100	50	0	64	2.7	2.4	3.0	2.0	2.0	2.6
Adult Learning Center	0	0	50	-	-	20	0	50	50	-	-	40	100	50	0	-	-	40	3.0	2.5	1.5	-	-	2.2
TOTAL	2	0	6	10	0	3	22	39	44	33	67	35	76	61	50	57	33	62	2.7	2.6	2.4	2.5	2.3	2.6
I have seen or heard about racist behavior initiated by: ethnic minority faculty. (item10c)																								
Santa Ana Campus	0	8	0	0	0	2	17	29	43	33	25	29	83	63	57	67	75	69	2.8	2.5	2.6	2.7	2.8	2.7
Orange Campus	-	-	-	-	-	-	0	40	100	50	-	33	100	60	0	50	-	67	3.0	2.6	2.0	2.5	-	2.7
Centennial Education Center	0	0	0	0	100	5	20	25	0	50	0	19	80	75	100	50	0	76	2.8	2.8	3.0	2.5	1.0	2.7
Adult Learning Center	-	-	-	-	-	-	0	20	100	-	-	50	100	50	0	-	-	50	3.0	2.5	2.0	-	-	2.5
TOTAL	0	6	0	0	20	2	16	31	41	37	20	29	84	63	59	63	60	70	2.8	2.6	2.6	2.6	2.4	2.7

	By Years Worked at RSC																		Average					
	Frequently						Occasionally/Seldom						Never											
	1-5	6-10	11-15	16-20	20+	Total	1-5	6-10	11-15	16-20	20+	Total	1-5	6-10	11-15	16-20	20+	Total	1-5	6-10	11-15	16-20	20+	Total
I have seen or heard about racist behavior initiated by: non-ethnic minority faculty. (item10d)																								
Santa Ana Campus	6	0	0	5	0	3	19	46	39	47	50	36	75	54	61	47	50	61	2.7	2.5	2.6	2.4	2.5	2.6
Orange Campus	-	-	-	-	-	-	25	40	100	50	-	42	75	60	0	50	-	58	2.8	2.6	2.0	2.5	-	2.6
Centennial Education Center	-	-	-	-	-	-	20	25	75	50	100	38	80	75	25	50	0	62	2.8	2.8	2.3	2.5	2.0	2.6
Adult Learning Center	-	-	-	-	-	-	0	50	100	-	-	50	100	50	0	-	-	50	3.0	2.5	2.0	-	-	2.5
TOTAL	4	0	0	4	0	2	20	43	47	48	60	37	77	57	53	48	40	61	2.7	2.6	2.5	2.4	2.4	2.6
I have seen or heard about racist behavior initiated by: ethnic minority students. (item10e)																								
Santa Ana Campus	3	4	0	0	0	2	47	46	39	35	75	44	50	50	61	65	25	54	2.5	2.5	2.6	2.6	2.3	2.5
Orange Campus	-	-	-	-	-	-	0	25	100	50	-	27	100	75	0	50	-	73	3.0	2.5	2.0	2.5	-	2.7
Centennial Education Center	10	0	0	0	100	9	20	50	50	100	0	39	70	50	20	0	0	52	2.6	2.8	2.5	2.0	1.0	2.4
Adult Learning Center	-	-	-	-	-	-	0	100	-	-	-	67	100	0	-	-	-	33	3.0	2.0	-	-	-	2.3
TOTAL	4	3	0	0	20	3	37	47	42	43	60	42	59	50	58	57	20	55	2.6	2.5	2.6	2.6	2.0	2.5
I have seen or heard about racist behavior initiated by: non-ethnic minority students. (item10f)																								
Santa Ana Campus	0	0	0	6	0	1	40	46	44	35	50	42	60	54	56	59	50	57	2.6	2.5	2.6	2.5	2.5	2.6
Orange Campus	25	0	0	0	-	9	0	25	100	50	-	27	75	75	0	50	-	64	2.5	2.8	2.0	2.5	-	2.5
Centennial Education Center	11	17	0	0	0	9	22	50	50	100	100	46	67	33	50	0	0	46	2.6	2.2	2.5	2.0	2.0	2.4
Adult Learning Center	0	50	-	-	-	33	0	50	-	-	-	33	100	0	-	-	-	33	3.0	1.5	-	-	-	2.0
TOTAL	4	6	0	5	0	4	33	44	47	43	60	41	63	50	53	52	40	55	2.6	2.4	2.5	2.5	2.4	2.5
I have seen or heard about racist behavior initiated by: people from the community surrounding the campus. (item10g)																								
Santa Ana Campus	3	9	3	6	0	5	38	27	66	31	75	44	59	64	31	63	25	54	2.6	2.5	2.3	2.6	2.3	2.5
Orange Campus	0	0	100	0	-	8	25	40	0	50	-	33	75	60	0	50	-	58	2.8	2.6	1.0	2.5	-	2.5
Centennial Education Center	0	0	0	0	100	5	25	50	0	50	0	30	75	50	100	50	0	65	2.8	2.5	3.0	2.5	1.0	2.6
Adult Learning Center	-	-	-	-	-	-	0	0	100	-	-	25	100	100	0	-	-	75	3.0	3.0	2.0	-	-	2.8
TOTAL	2	6	6	5	20	5	34	31	59	35	60	40	64	63	35	60	20	55	2.6	2.6	2.3	2.6	20	2.5

staff/years at RSC-4

	By Years Worked at RSC																		Average					
	Frequently						Occasionally/Seldom						Never											
	1-5	6-10	11-15	16-20	20+	Total	1-5	6-10	11-15	16-20	20+	Total	1-5	6-10	11-15	16-20	20+	Total	1-5	6-10	11-15	16-20	20+	Total
I have seen or heard about sexist behavior initiated by: female support personnel. (item12a)																								
Santa Ana Campus	0	0	4	6	0	2	14	20	25	13	14	18	87	80	71	81	86	81	2.9	2.8	2.7	2.8	2.9	2.8
Orange Campus	-	-	-	-	-	-	50	0	100	50	-	33	50	100	0	50	-	67	2.5	3.0	2.0	2.5	-	2.7
Centennial Education Center	0	0	0	50	0	4	60	17	50	0	0	39	40	83	50	50	100	57	2.4	2.8	2.5	2.0	3.0	2.5
Adult Learning Center	-	-	-	-	-	-	0	50	0	-	-	17	100	50	100	-	-	83	3.0	2.5	3.0	-	-	2.8
TOTAL	0	0	3	10	0	2	25	18	29	15	13	22	76	82	69	75	88	76	2.8	2.8	2.7	2.7	2.9	2.7
I have seen or heard about sexist behavior initiated by: male support personnel. (item12b)																								
Santa Ana Campus	0	12	11	11	0	7	47	24	50	44	29	41	53	64	39	44	71	52	2.5	2.5	2.3	2.3	2.7	2.5
Orange Campus	-	-	-	-	-	-	75	20	100	0	-	42	25	80	0	100	-	58	2.3	2.8	2.0	3.0	-	2.6
Centennial Education Center	20	17	0	0	0	13	40	17	50	100	100	44	40	67	50	0	0	44	2.2	2.5	2.5	2.0	2.0	2.3
Adult Learning Center	0	0	50	-	-	17	0	50	50	-	-	33	100	50	0	-	-	50	3.0	2.5	1.5	-	-	2.3
TOTAL	4	11	11	9	0	8	46	24	51	46	38	41	50	66	37	46	63	51	2.5	2.6	2.3	2.4	2.6	2.4
I have seen or heard about sexist behavior initiated by: female faculty. (item12c)																								
Santa Ana Campus	0	8	4	0	0	3	16	21	25	24	14	20	84	71	71	77	86	77	2.8	2.6	2.7	2.8	2.9	2.7
Orange Campus	-	-	-	-	-	-	25	0	100	0	-	17	75	100	0	100	-	83	2.8	3.0	2.0	3.0	-	2.8
Centennial Education Center	10	0	0	0	0	5	40	17	33	50	0	32	50	83	67	50	100	64	2.4	2.8	2.7	2.5	3.0	2.6
Adult Learning Center	-	-	-	-	-	-	0	50	0	-	-	17	100	50	100	-	-	83	3.0	2.5	3.0	-	-	2.8
TOTAL	2	5	3	0	0	3	21	19	27	24	13	22	77	76	71	76	88	76	2.8	2.7	2.7	2.8	2.9	2.7
I have seen or heard about sexist behavior initiated by: male faculty. (item12d)																								
Santa Ana Campus	0	4	3	6	0	3	29	36	52	47	29	39	71	60	45	47	71	59	2.7	2.6	2.4	2.4	2.7	2.6
Orange Campus	25	0	0	0	-	8	25	40	100	0	-	33	50	60	0	100	-	58	2.3	2.6	2.0	3.0	-	2.5
Centennial Education Center	10	17	25	50	0	17	40	17	25	50	0	30	50	67	50	0	100	52	2.4	2.5	2.3	1.5	3.0	2.3
Adult Learning Center	-	-	-	-	-	-	0	50	50	-	-	33	100	50	50	-	-	67	3.0	2.5	2.5	-	-	2.7
TOTAL	4	5	6	10	0	5	30	34	50	43	25	37	67	61	44	48	75	58	2.6	2.6	2.4	2.4	2.8	2.5

	By Years Worked at RSC																		Average					
	Frequently						Occasionally/Seldom						Never											
	1-5	6-10	11-15	16-20	20+	Total	1-5	6-10	11-15	16-20	20+	Total	1-5	6-10	11-15	16-20	20+	Total	1-5	6-10	11-15	16-20	20+	Total
I have seen or heard about sexist behavior initiated by: female students. (item12e)																								
Santa Ana Campus	-	-	-	-	-	-	10	22	8	19	14	14	90	78	92	81	86	86	2.9	2.8	2.9	2.8	2.9	2.9
Orange Campus	-	-	-	-	-	-	25	0	100	0	-	17	75	100	0	100	-	83	2.8	3.0	2.0	3.0	-	2.8
Centennial Education Center	10	0	0	0	0	5	50	17	33	50	0	36	40	83	67	50	100	59	2.3	2.8	2.7	2.5	3.0	2.5
Adult Learning Center	-	-	-	-	-	-	50	50	0	-	-	40	50	50	100	-	-	60	2.5	2.5	3.0	-	-	2.6
TOTAL	2	0	0	0	0	1	20	19	13	20	13	18	78	81	87	80	88	81	2.8	2.8	2.9	2.8	2.9	2.8
I have seen or heard about sexist behavior initiated by: male students. (item12f)																								
Santa Ana Campus	3	4	4	0	0	3	39	30	28	44	29	35	59	65	68	56	71	63	2.6	2.6	2.6	2.6	2.7	2.6
Orange Campus	0	0	100	0	-	8	50	40	0	0	-	33	50	60	0	100	-	58	2.5	2.6	1.0	3.0	-	2.5
Centennial Education Center	30	17	0	0	0	18	30	17	33	50	0	27	40	67	67	50	100	55	2.1	2.5	2.7	2.5	3.0	2.4
Adult Learning Center	-	-	-	-	-	-	50	100	0	-	-	60	50	0	100	-	-	40	2.5	2.0	3.0	-	-	2.4
TOTAL	7	6	7	0	0	5	38	33	27	40	25	34	55	61	67	60	75	60	2.5	2.6	2.6	2.6	2.8	2.6
Campus activities in which I participated that have increased my sensitivity to other ethnic groups are: informal discussions with others on campus. (item27a)																								
Santa Ana Campus	42	42	31	56	50	42	52	42	59	38	33	48	6	17	10	6	17	10	1.6	1.8	1.8	1.5	1.7	1.7
Orange Campus	0	0	100	100	-	33	100	50	0	0	-	50	0	50	0	0	-	17	2.0	2.5	1.0	1.0	-	1.8
Centennial Education Center	50	100	0	50	100	59	40	0	100	0	0	29	10	0	0	50	0	12	1.6	1.0	2.0	2.0	1.0	1.5
Adult Learning Center	0	50	50	-	-	40	100	50	0	-	-	40	0	0	50	-	-	20	2.0	1.5	2.0	-	-	1.8
TOTAL	41	45	33	58	57	43	52	39	55	32	29	46	7	16	12	11	14	11	1.7	1.7	1.8	1.5	1.6	1.7

	By Years Worked at RSC																		Average					
	Frequently						Occasionally/Seldom						Never											
	1-5	6-10	11-15	16-20	20+	Total	1-5	6-10	11-15	16-20	20+	Total	1-5	6-10	11-15	16-20	20+	Total	1-5	6-10	11-15	16-20	20+	Total
Campus activities in which I participated that have increased my sensitivity to other ethnic groups are: staff development activities. (item27b)																								
Santa Ana Campus	25	29	37	44	14	32	38	63	56	50	71	53	38	8	7	6	14	15	2.1	1.8	1.7	1.6	2.0	1.8
Orange Campus	0	0	100	100	-	33	50	50	0	0	-	33	50	50	0	0	-	33	2.5	2.5	1.0	1.0	-	2.0
Centennial Education Center	11	33	50	50	100	29	44	33	50	0	0	35	44	33	0	50	0	35	2.3	2.0	1.5	2.0	1.0	2.1
Adult Learning Center	-	-	-	-	-	-	0	50	50	-	-	40	100	50	50	-	-	60	3.0	2.5	2.5	-	-	2.6
TOTAL	19	26	38	48	25	31	39	58	53	43	63	49	42	16	9	10	13	20	2.2	1.9	1.7	1.6	1.9	1.9
Campus activities in which I participated that have increased my sensitivity to other ethnic groups are: conferences and workshops. (item27c)																								
Santa Ana Campus	21	25	35	50	14	30	38	54	58	50	57	51	42	21	8	0	29	19	2.2	2.0	1.7	1.5	2.1	1.9
Orange Campus	0	0	100	100	-	33	100	50	0	0	-	50	0	50	0	0	-	17	2.0	2.5	1.0	1.0	-	1.8
Centennial Education Center	25	33	50	50	100	38	38	33	50	0	0	31	38	33	0	50	0	31	2.1	2.0	1.5	2.0	1.0	1.9
Adult Learning Center	0	0	50	-	-	20	0	100	0	-	-	40	100	0	50	-	-	40	3.0	2.0	2.0	-	-	2.2
TOTAL	20	23	39	52	25	31	40	55	52	43	50	48	40	23	10	5	25	21	1.9	2.0	1.7	1.5	2.0	1.9
Campus activities in which I participated that have increased my sensitivity to other ethnic groups are: committee assignments and/or department/division meetings. (item27d)																								
Santa Ana Campus	26	14	30	47	57	30	33	50	52	47	43	45	41	36	19	6	0	25	2.1	2.2	1.9	1.6	1.4	2.0
Orange Campus	0	0	100	0	-	17	0	50	0	100	-	33	100	50	0	0	-	50	3.0	2.5	1.0	2.0	-	2.3
Centennial Education Center	14	0	0	50	100	23	43	50	0	0	0	31	43	50	100	50	0	46	2.3	2.5	3.0	2.0	1.0	2.2
Adult Learning Center	0	0	50	-	-	20	0	50	0	-	-	20	100	50	50	-	-	60	3.0	2.5	2.0	-	-	2.4
TOTAL	22	11	32	45	63	28	32	50	45	45	38	42	46	39	23	10	0	30	2.0	2.3	1.9	1.7	1.4	2.0

	By Years Worked at RSC																		Average					
	Frequently						Occasionally/Seldom						Never											
	1-5	6-10	11-15	16-20	20+	Total	1-5	6-10	11-15	16-20	20+	Total	1-5	6-10	11-15	16-20	20+	Total	1-5	6-10	11-15	16-20	20+	Total
Campus activities in which I participated that have increased my sensitivity to other ethnic groups are: special events (cultural celebrations, etc.) (Item27e)																								
Santa Ana Campus	38	42	30	53	50	39	50	50	53	47	50	51	13	8	17	0	0	10	1.8	1.7	1.9	1.5	1.5	1.7
Orange Campus	0	0	100	0	-	17	100	100	0	100	-	83	-	-	-	-	-	-	2.0	2.0	1.0	2.0	-	1.8
Centennial Education Center	38	0	0	0	100	27	25	100	0	50	0	40	38	0	100	50	0	33	2.0	2.0	3.0	2.5	1.0	2.1
Adult Learning Center	0	0	50	-	-	20	0	100	0	-	-	40	100	0	50	-	-	40	3.0	2.0	2.0	-	-	2.2
TOTAL	35	32	32	45	57	36	47	61	47	50	43	50	19	7	21	5	0	13	1.8	1.7	1.9	1.6	1.4	1.8
Campus activities in which I participated that have increased my sensitivity to other ethnic groups are: concerts and exhibits. (Item27f)																								
Santa Ana Campus	21	38	20	35	29	28	54	54	56	53	71	55	25	8	24	12	0	17	2.0	1.7	2.0	1.8	1.7	1.9
Orange Campus	0	0	100	0	-	17	0	50	0	100	-	33	100	50	0	0	-	50	3.0	2.5	1.0	2.0	-	2.3
Centennial Education Center	13	0	0	0	100	13	50	100	0	50	0	53	38	0	100	50	0	33	2.3	2.0	3.0	2.5	1.0	2.2
Adult Learning Center	0	0	50	-	-	20	0	50	0	-	-	20	100	50	50	-	-	60	3.0	2.5	2.0	-	-	2.4
TOTAL	18	29	24	30	38	25	49	58	48	55	63	53	33	13	28	15	0	22	2.2	1.8	2.0	1.9	1.6	2.0
Campus activities in which I participated that have increased my sensitivity to other ethnic groups are: athletic events. (Item27g)																								
Santa Ana Campus	4	14	13	13	17	11	32	41	21	38	67	34	64	46	67	50	17	55	2.6	2.3	2.5	2.4	2.0	2.4
Orange Campus	-	-	-	-	-	-	-	-	-	-	-	-	100	100	100	-	-	100	3.0	3.0	3.0	-	-	3.0
Centennial Education Center	0	33	0	0	100	14	13	33	0	0	0	14	88	33	100	100	0	71	2.9	2.0	3.0	3.0	1.0	2.6
Adult Learning Center	-	-	-	-	-	-	0	50	0	-	-	25	100	50	100	-	-	75	3.0	2.5	3.0	-	-	2.8
TOTAL	3	14	11	12	29	10	25	39	19	35	57	30	72	46	70	53	14	59	2.7	2.3	2.6	2.4	1.9	2.5

	By Years Worked at RSC																		Average					
	Frequently						Occasionally/Seldom						Never											
	1-5	6-10	11-15	16-20	20+	Total	1-5	6-10	11-15	16-20	20+	Total	1-5	6-10	11-15	16-20	20+	Total	1-5	6-10	11-15	16-20	20+	Total
Campus activities in which I participated that have increased my sensitivity to other ethnic groups are: other activities. (item27h)																								
Santa Ana Campus	0	0	100	0	-	10	33	25	0	100	-	40	67	75	0	0	-	50	2.7	2.8	1.0	2.0	-	2.4
Orange Campus	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Centennial Education Center	-	-	-	-	-	-	0	100	-	0	-	33	100	0	-	100	-	67	3.0	2.0	-	3.0	-	2.7
Adult Learning Center	-	-	-	-	-	-	-	-	-	-	-	-	100	-	-	-	-	100	3.0	-	-	-	-	3.0
TOTAL	0	0	100	0	-	7	20	40	0	67	-	36	80	60	0	33	-	57	2.8	2.6	1.0	2.3	-	2.5
Campus administrators behave as though high priorities for them are to: enhance the prestige of the campus. (item30a)																								
Santa Ana Campus	57	46	57	40	67	52	43	55	43	45	33	45	0	0	0	15	0	3	1.4	1.5	1.4	1.8	1.3	1.5
Orange Campus	0	0	0	100	-	29	100	67	100	0	-	57	0	33	0	0	-	14	2.0	2.3	2.0	1.0	-	1.9
Centennial Education Center	64	67	0	50	100	57	18	33	67	50	0	30	18	0	33	0	0	13	1.5	1.3	3.3	1.5	1.0	1.6
Adult Learning Center	0	50	100	-	-	50	50	50	0	-	-	33	50	0	0	-	-	17	2.5	1.5	1.0	-	-	1.7
TOTAL	55	46	53	46	71	52	39	52	44	42	29	43	6	3	3	13	0	5	1.5	1.6	1.5	1.7	1.3	1.5
Campus administrators behave as though high priorities for them are to: hire a high quality faculty and staff. (item30b)																								
Santa Ana Campus	51	59	65	68	100	62	46	36	36	26	0	36	3	5	0	5	0	3	1.5	1.5	1.4	1.4	1.0	1.4
Orange Campus	100	100	100	50	-	88	-	-	-	-	-	-	0	0	0	50	-	13	1.0	1.0	1.0	2.0	-	1.3
Centennial Education Center	55	67	67	50	100	61	36	33	33	50	0	35	9	0	0	0	0	4	1.5	1.3	1.3	1.5	1.0	1.4
Adult Learning Center	50	100	50	-	-	83	-	-	-	-	-	-	50	0	0	-	-	17	2.0	1.0	1.0	-	-	1.3
TOTAL	54	67	68	65	100	64	40	30	32	26	0	32	6	3	0	9	0	4	1.5	1.4	1.3	1.4	1.0	1.4

	By Years Worked at RSC																		Average					
	Frequently						Occasionally/Seldom						Never											
	1-5	6-10	11-15	16-20	20+	Total	1-5	6-10	11-15	16-20	20+	Total	1-5	6-10	11-15	16-20	20+	Total	1-5	6-10	11-15	16-20	20+	Total
Campus administrators behave as though high priorities for them are to: retain a high quality faculty and staff. (item30c)																								
Santa Ana Campus	49	59	61	53	100	57	46	41	39	42	0	40	5	0	0	5	0	3	1.6	1.4	1.4	1.5	1.0	1.5
Orange Campus	100	100	100	50	-	88	0	0	0	50	-	13	-	-	-	-	-	-	1.0	1.0	1.0	1.5	-	1.1
Centennial Education Center	36	50	50	50	100	46	46	50	50	50	0	46	18	0	0	0	0	9	1.8	1.5	1.5	1.5	1.0	1.6
Adult Learning Center	50	100	100	-	-	83	-	-	-	-	-	-	50	0	0	-	-	17	2.0	1.0	1.0	-	-	1.3
TOTAL	48	64	64	52	100	58	42	36	36	44	0	38	10	0	0	4	0	4	1.6	1.4	1.4	1.5	1.0	1.5
Campus administrators behave as though high priorities for them are to: be responsive to the local community. (item30d)																								
Santa Ana Campus	57	57	50	58	83	57	31	38	50	32	17	37	11	5	0	11	0	6	1.5	1.5	1.5	1.5	1.2	1.5
Orange Campus	100	100	100	50	-	88	-	-	-	-	-	-	0	0	0	50	-	13	1.0	1.0	1.0	2.0	-	1.3
Centennial Education Center	38	67	67	50	100	55	50	33	0	50	0	35	13	0	33	0	0	10	1.8	1.3	1.7	1.5	1.0	1.6
Adult Learning Center	0	100	100	-	-	80	-	-	-	-	-	-	100	0	0	-	-	20	3.0	1.0	1.0	-	-	1.4
TOTAL	54	66	56	57	86	59	33	31	42	30	14	33	13	3	3	13	0	8	1.6	1.4	1.5	1.6	1.1	1.5
Campus administrators behave as though high priorities for them are to: improve students' campus experiences. (item30e)																								
Santa Ana Campus	54	42	52	47	83	52	37	58	48	47	17	45	9	0	0	5	0	4	1.5	1.6	1.5	1.6	1.0	1.5
Orange Campus	100	100	100	50	-	88	-	-	-	-	-	-	0	0	0	50	-	13	1.0	1.0	1.0	2.0	-	1.3
Centennial Education Center	50	20	33	50	100	43	30	80	67	50	0	48	20	0	0	0	0	10	1.7	1.8	1.7	1.5	1.0	1.7
Adult Learning Center	50	100	100	-	-	83	-	-	-	-	-	-	50	0	0	-	-	17	2.0	1.0	1.0	-	-	1.3
TOTAL	55	48	54	48	86	54	33	52	46	44	14	41	12	0	0	9	0	6	1.6	1.5	1.5	1.6	1.1	1.5

	By Years Worked at RSC																		Average					
	Frequently						Occasionally/Seldom						Never											
	1-5	6-10	11-15	16-20	20+	Total	1-5	6-10	11-15	16-20	20+	Total	1-5	6-10	11-15	16-20	20+	Total	1-5	6-10	11-15	16-20	20+	Total
Campus administrators behave as though high priorities for them are to: increase the number of students from all ethnic groups. (item30f)																								
Santa Ana Campus	56	53	55	53	83	56	35	47	42	47	17	40	9	0	3	0	0	4	1.5	1.5	1.5	1.5	1.2	1.5
Orange Campus	50	100	100	50	-	75	50	-	0	0	-	13	0	0	0	50	-	13	1.5	1.0	1.0	2.0	-	1.4
Centennial Education Center	33	33	0	50	100	35	44	67	100	50	0	55	22	0	0	0	0	10	1.9	1.7	2.0	1.5	1.0	1.8
Adult Learning Center	50	100	100	-	-	83	-	-	-	-	-	-	50	0	0	-	-	17	2.0	1.0	1.0	-	-	1.3
TOTAL	51	57	56	52	86	55	36	43	42	44	14	39	13	0	3	4	0	6	1.6	1.4	1.5	1.5	1.1	1.5
Campus administrators behave as though high priorities for them are to: increase the number of students who graduate from all ethnic groups. (item30g)																								
Santa Ana Campus	63	55	66	53	100	62	26	45	35	42	0	33	11	0	0	5	0	5	1.5	1.5	1.3	1.5	1.0	1.4
Orange Campus	50	100	100	50	-	71	50	0	0	0	-	14	0	0	0	50	-	14	1.5	1.0	1.0	2.0	-	1.4
Centennial Education Center	40	33	0	50	100	38	40	67	100	50	0	52	20	0	0	0	0	10	1.8	1.7	2.0	1.5	1.0	1.7
Adult Learning Center	50	100	100	-	-	83	-	-	-	-	-	-	50	0	0	-	-	17	2.0	1.0	1.0	-	-	1.3
TOTAL	57	57	65	52	100	60	29	43	35	39	0	34	14	0	0	9	0	6	1.6	1.4	1.4	1.6	1.0	1.5
Campus administrators behave as though high priorities for them are tc: educate students from all ethnic groups. (item30h)																								
Santa Ana Campus	71	70	72	68	100	72	24	25	28	26	0	24	5	5	0	5	0	4	1.3	1.4	1.3	1.4	1.0	1.3
Orange Campus	67	100	100	100	-	89	33	0	0	0	-	11	-	-	-	-	-	-	1.3	1.0	1.0	1.0	-	1.1
Centennial Education Center	50	50	67	50	100	55	20	33	33	50	0	27	30	17	0	0	0	18	1.8	1.7	1.3	1.5	1.0	1.6
Adult Learning Center	50	100	100	-	-	83	-	-	-	-	-	-	50	0	0	-	-	17	2.0	1.0	1.0	-	-	1.3
TOTAL	66	71	74	70	100	71	23	23	26	26	0	23	11	7	0	4	0	6	1.5	1.4	1.3	1.3	1.0	1.3

	By Years Worked at RSC																		Average					
	Strongly Agree/Agree						Neutral						Disagree/Strongly Disagree											
	1-5	6-10	11-15	16-20	20+	Total	1-5	6-10	11-15	16-20	20+	Total	1-5	6-10	11-15	16-20	20+	Total	1-5	6-10	11-15	16-20	20+	Total
RSC is responsive to the diverse needs of the changing demographics of our student body. (also "ethnic") (quest2)																								
Santa Ana Campus	67	73	90	74	86	77	17	19	3	16	14	13	17	8	7	11	0	100	2.2	2.2	2.0	2.2	2.0	2.1
Orange Campus	-	-	-	-	-	-	67	100	100	100	-	90	33	0	0	0	-	100	2.3	2.0	2.0	1.5	-	2.0
Centennial Education Center	56	60	67	50	100	60	22	40	33	50	0	30	22	0	0	0	0	100	2.6	2.0	2.0	2.5	1.0	2.3
Adult Learning Center	-	-	-	-	-	-	100	50	100	-	-	83	0	50	0	-	-	17	1.0	2.5	1.0	-	-	1.5
TOTAL	66	73	89	74	88	76	18	22	5	17	13	16	12	5	5	9	0	9	2.2	2.2	1.9	2.1	1.9	2.1
RSC is committed to increaseing thenumbers and percentages of ethnic minorities in classified, faculty, and administrative positions. (also "ethnic") (quest5)																								
Santa Ana Campus	64	74	67	70	67	68	12	13	30	15	33	18	24	13	4	15	0	14	2.4	2.0	2.0	2.3	2.2	2.2
Orange Campus	50	100	100	100	-	86	-	-	-	-	-	-	50	0	0	0	-	14	3.0	2.0	2.0	2.0	-	2.3
Centennial Education Center	33	60	75	50	100	52	44	40	0	0	0	29	22	0	25	50	0	19	2.8	2.0	2.5	2.5	1.0	2.4
Adult Learning Center	100	100	100	-	-	100	-	-	-	-	-	-	-	-	-	-	-	-	1.0	2.0	1.5	-	-	1.5
TOTAL	59	76	71	70	71	68	17	15	24	13	29	18	24	9	6	17	0	14	2.4	2.0	2.1	2.3	2.0	2.2
In my opinion, special programs and policies: are necessary to attract students from a variety of ethnic groups. (also "ethnic") (quest8a)																								
Santa Ana Campus	76	80	84	70	71	78	14	8	13	15	14	13	11	12	3	15	14	10	2.0	2.0	2.0	2.2	2.3	2.0
Orange Campus	75	50	0	100	-	64	25	25	100	0	-	27	0	25	0	0	-	9	2.3	2.8	3.0	1.0	-	2.3
Centennial Education Center	90	67	50	50	100	74	10	17	25	0	0	13	0	17	25	50	0	13	1.4	2.3	2.8	3.0	1.0	2.0
Adult Learning Center	50	50	100	-	-	67	50	0	0	-	-	17	0	50	0	-	-	17	2.5	2.5	1.0	-	-	2.0
TOTAL	77	73	79	71	75	76	15	11	16	13	13	14	8	16	5	17	13	11	1.9	2.1	2.0	2.2	2.1	2.0

	By Years Worked at RSC																		Average					
	Strongly Agree/Agree						Neutral						Disagree/Strongly Disagree											
	1-5	6-10	11-15	16-20	20+	Total	1-5	6-10	11-15	16-20	20+	Total	1-5	6-10	11-15	16-20	20+	Total	1-5	6-10	11-15	16-20	20+	Total
In my opinion, special programs and policies: often result in the hiring of instructors and support personnel who lack adequate qualifications. (also "ethnic") (quest8b)																								
Santa Ana Campus	34	29	41	26	29	33	29	29	41	26	42	32	37	42	19	47	29	35	3.0	3.2	2.7	3.4	2.9	3.0
Orange Campus	33	75	100	50	-	60	33	0	0	0	-	10	33	25	0	50	-	30	3.0	2.3	2.0	2.5	-	2.5
Centennial Education Center	10	40	75	50	100	36	20	40	0	0	0	18	70	20	25	50	0	46	4.0	2.8	2.8	3.0	2.0	3.3
Adult Learning Center	100	50	50	-	-	67	-	-	-	-	-	-	0	50	50	-	-	33	1.0	2.5	3.0	-	-	2.2
TOTAL	32	37	47	30	38	37	26	26	32	22	38	27	42	37	21	48	25	36	3.1	3.0	2.7	3.3	2.9	3.0
In my opinion, special programs and policies: lead to resentment among students. (quest8c)																								
Santa Ana Campus	27	24	22	44	14	27	27	38	37	11	14	28	46	38	41	44	71	44	3.3	3.1	3.2	2.9	3.6	3.2
Orange Campus	33	75	100	0	-	56	33	25	0	100	-	33	53	0	0	0	-	11	2.7	2.3	2.0	3.0	-	2.4
Centennial Education Center	22	20	33	0	0	20	22	40	33	50	0	30	56	40	33	50	100	50	3.6	3.2	3.0	4.0	5.0	3.5
Adult Learning Center	100	0	0	-	-	25	0	100	50	-	-	50	0	0	50	-	-	25	1.0	3.0	4.0	-	-	3.0
TOTAL	28	29	24	38	13	28	26	39	36	19	13	30	46	32	39	43	75	42	3.3	3.0	3.2	3.0	3.8	3.2
In my opinion, special programs and policies: lead to resentment among faculty and staff. (quest8d)																								
Santa Ana Campus	40	35	38	56	29	40	29	48	38	11	14	31	31	17	24	33	57	27	2.9	2.7	2.9	2.7	3.1	2.8
Orange Campus	33	100	100	0	-	67	33	0	0	100	-	22	33	0	0	100	-	11	2.7	1.8	2.0	3.0	-	2.2
Centennial Education Center	30	60	50	50	0	41	30	20	50	0	0	27	40	20	0	50	100	32	3.2	2.6	2.5	3.0	5.0	3.0
Adult Learning Center	100	50	50	-	-	67	0	50	0	-	-	17	0	0	50	-	-	17	1.5	2.0	3.0	-	-	2.2
TOTAL	40	47	42	52	25	43	28	38	36	14	13	30	32	15	22	33	63	28	2.9	2.6	2.8	2.8	3.4	2.8

	By Years Worked at RSC																		Average					
	Strongly Agree/Agree						Neutral						Disagree/Strongly Disagree											
	1-5	6-10	11-15	16-20	20+	Total	1-5	6-10	11-15	16-20	20+	Total	1-5	6-10	11-15	16-20	20+	Total	1-5	6-10	11-15	16-20	20+	Total
In my opinion, special programs and policies: enhance the quality of the student body. (quest8e)																								
Santa Ana Campus	64	83	68	63	71	71	26	17	32	26	29	26	5	0	0	11	0	3	2.0	1.9	2.24.	2.3	2.1	2.1
Orange Campus	67	50	0	100	-	56	33	50	0	0	-	33	0	0	100	0	-	11	2.3	2.5	0	2.0	-	2.6
Centennial Education Center	80	75	33	50	0	65	10	25	33	0	0	15	10	0	33	50	100	20	1.9	2.3	3.0	3.5	5.0	2.5
Adult Learning Center	50	100	50	-	-	67	-	-	-	-	-	-	50	0	50	-	-	33	3.0	1.5	3.0	-	-	2.5
TOTAL	70	79	62	64	63	69	23	21	30	23	25	24	8	0	8	14	13	7	2.1	2.0	2.3	2.4	2.5	2.2
In my opinion, special programs and policies: reduce the prestige of the campus. (quest8f)																								
Santa Ana Campus	19	8	7	11	17	12	19	21	35	21	17	24	62	71	59	69	67	64	3.7	3.9	3.7	3.8	3.7	3.7
Orange Campus	0	25	0	0	-	11	33	0	100	0	-	22	67	75	0	100	-	67	4.0	3.3	3.0	4.0	-	3.6
Centennial Education Center	-	-	-	-	-	-	10	25	0	0	0	10	90	75	100	100	100	91	4.5	4.5	4.0	4.5	5.0	4.4
Adult Learning Center	-	-	-	-	-	-	0	0	50	-	-	17	100	100	50	-	-	83	4.0	4.5	4.0	-	-	4.2
TOTAL	14	9	6	9	14	10	17	18	33	18	14	21	69	74	61	73	71	69	3.8	3.9	3.7	3.9	3.9	3.8
In my opinion, special programs and policies: lead to admission of too many underprepared students. (quest8g)																								
Santa Ana Campus	29	10	19	17	17	20	37	48	31	28	17	35	34	43	50	56	67	45	3.1	3.5	3.4	3.6	3.7	3.4
Orange Campus	0	75	100	0	-	44	33	0	0	0	-	11	67	25	0	100	-	44	4.0	2.3	2.0	5.0	-	3.1
Centennial Education Center	22	50	25	0	0	27	22	17	25	0	0	18	56	33	50	100	100	55	3.8	2.7	3.5	4.5	5.0	3.5
Adult Learning Center	50	50	0	-	-	33	50	50	50	-	-	50	0	0	50	-	-	17	2.5	2.5	4.0	-	-	3.0
TOTAL	27	27	21	14	14	23	35	36	30	24	14	32	39	36	49	62	71	45	3.3	3.2	3.4	3.8	3.9	3.4
In my opinion, special programs and policies: are necessary for the faculty and staff to be representative of the student body and community. (quest8h)																								
Santa Ana Campus	68	91	64	55	71	70	24	9	36	15	29	22	9	0	0	30	0	8	2.2	1.8	2.3	2.7	2.1	2.2
Orange Campus	67	50	0	100	-	56	33	25	100	0	-	33	0	25	0	0	-	11	2.0	2.8	3.0	1.0	-	2.3
Centennial Education Center	80	67	100	50	100	78	10	17	0	50	0	13	10	17	0	0	0	9	1.9	2.5	2.0	2.5	1.0	2.1
Adult Learning Center	50	100	100	-	-	83	-	-	-	-	-	-	50	0	0	-	-	17	3.5	1.5	1.0	-	-	2.0
TOTAL	69	83	69	57	75	71	20	11	31	17	25	21	10	6	0	26	0	9	2.2	2.0	2.2	2.6	2.0	2.2

	By Years Worked at RSC																		Average					
	Strongly Agree/Agree						Neutral						Disagree/Strongly Disagree											
	1-5	6-10	11-15	16-20	20+	Total	1-5	6-10	11-15	16-20	20+	Total	1-5	6-10	11-15	16-20	20+	Total	1-5	6-10	11-15	16-20	20+	Total
n my opinion, special programs and policies: help to creae a positive campus nvironment. (quest8i)																								
Santa Ana Campus	72	78	62	53	86	64	17	22	35	26	14	24	11	0	3	21	0	8	2.0	1.9	2.3	2.6	2.0	2.2
Orange Campus	67	50	0	100	-	56	33	0	0	0	-	11	0	50	100	0	-	33	2.3	3.0	4.0	2.0	-	2.8
Centennial Education Center	70	50	75	100	100	68	30	33	25	0	0	27	0	17	0	0	0	4	1.8	2.3	2.0	2.0	1.0	2.0
Adult Learning Center	50	50	100	-	-	83	-	-	-	-	-	-	50	0	0	-	-	17	3.0	2.0	1.0	-	-	2.0
TOTAL	71	71	64	57	88	68	20	20	31	24	13	23	10	9	6	19	0	9	2.1	2.1	2.2	2.5	1.9	2.2
n my opinion, special programs and policies: provide educational opportunities for students who have potential for college but need special ssistance. (quest8j)																								
Santa Ana Campus	85	92	80	74	100	84	12	8	17	10	0	12	2	0	3	16	0	4	1.8	1.7	2.0	2.2	1.7	1.9
Orange Campus	50	100	0	100	-	78	50	0	100	0	-	22	-	-	-	-	-	-	2.5	2.0	3.0	1.5	-	2.1
Centennial Education Center	90	100	75	100	100	91	10	0	25	0	0	9	-	-	-	-	-	-	1.5	1.5	2.0	2.0	1.0	1.6
Adult Learning Center	100	100	100	-	-	100	-	-	-	-	-	-	-	-	-	-	-	-	2.0	1.5	1.0	-	-	1.5
TOTAL	86	95	78	78	100	86	13	5	19	9	0	11	2	0	3	13	0	3	1.8	1.7	2.0	2.1	1.6	1.8

Equity Study Questionnaire Response Distributions
Student Questionnaire
Responses by Age

	By Age																Average							
	Strongly Agree/Agree								Disagree/Strongly Disagree															
	≤18	19-22	23-30	31-40	41-50	51-60	>60	TOTAL	≤18	19-22	23-30	31-40	41-50	51-60	>60	TOTAL	≤18	19-22	23-30	31-40	41-50	51-60	>60	TOTAL
More consideration should be given to the needs and interests of older students. (item28)																								
Santa Ana Campus	57	60	77	75	77	89	67	68	43	40	23	25	23	11	33	32	2.4	2.3	2.1	2.0	2.0	1.9	2.0	2.2
Orange Campus	61	50	71	64	100	67	-	61	39	50	29	36	0	33	-	39	2.5	2.5	2.2	2.1	1.7	2.3	-	2.3
Centennial Education Center	61	58	67	88	100	100	50	69	39	42	33	13	0	0	50	32	2.3	2.3	2.3	1.9	1.3	1.0	2.5	2.2
TOTAL	59	58	74	75	84	86	60	67	41	42	26	25	16	14	40	33	2.4	2.4	2.1	2.0	1.9	1.9	2.2	2.2
RSC is sensitive to the needs of students of all age groups. (item42)																								
Santa Ana Campus	81	86	82	86	96	82	100	85	19	14	18	14	4	18	0	15	2.2	2.0	2.0	2.0	1.9	2.2	1.6	2.0
Orange Campus	85	84	91	83	57	100	-	85	15	16	9	17	43	0	-	15	2.0	2.0	2.0	2.1	2.1	1.7	-	2.0
Centennial Education Center	94	93	86	86	100	50	100	89	6	7	14	14	0	50	0	11	1.7	1.7	2.0	1.9	1.4	2.0	1.0	1.8
TOTAL	86	86	84	86	90	81	100	86	14	14	16	15	10	19	0	15	2.0	2.0	2.0	2.0	1.9	2.1	1.5	2.0

	By Age																								Average							
	Important								Somewhat Important								Not Important															
Please indicate the extent to which each is important to you with respect to the college that you attend.	≤18	19-22	23-30	31-40	41-50	51-60	>60	TOTAL	≤18	19-22	23-30	31-40	41-50	51-60	>60	TOTAL	≤18	19-22	23-30	31-40	41-50	51-60	>60	TOTAL	≤18	19-22	23-30	31-40	41-50	51-60	>60	TOTAL
Availability of child care services. (item69)																																
Santa Ana Campus	58	65	66	69	60	100	100	66	25	22	19	17	24	0	0	21	17	13	15	14	16	0	0	14	2.4	2.2	2.2	2.1	2.3	1.3	1.3	2.2
Orange Campus	57	66	71	61	40	0	-	65	29	16	10	13	0	0	-	15	14	18	19	26	60	100	-	21	2.2	2.1	2.1	2.5	3.6	5.0	-	2.2
Centennial Education Center	67	74	81	93	75	100	100	79	22	14	2	7	0	0	0	9	11	11	16	0	25	0	0	12	2.1	1.9	1.9	1.3	2.0	1.0	1.0	1.8
TOTAL	60	66	69	71	59	83	100	67	25	20	15	15	16	0	0	18	14	14	16	15	24	17	0	15	2.3	2.2	2.1	2.1	2.4	1.8	1.2	2.2
Special clubs and activities for students of my ethnic background, age group, or special interest. (item77)																																
Santa Ana Campus	53	59	54	52	50	64	33	56	20	23	28	21	22	27	33	24	27	18	19	27	28	9	33	20	2.5	2.4	2.5	2.6	2.8	2.1	2.7	2.4
Orange Campus	64	65	52	52	29	0	100	54	27	25	32	24	14	0	0	26	9	20	17	24	57	100	0	20	2.1	2.5	2.5	2.6	2.6	5.0	1.0	2.5
Centennial Education Center	33	64	63	100	50	100	100	64	39	16	13	0	50	0	0	16	28	21	24	0	0	0	0	20	2.9	2.3	2.3	1.4	2.0	1.0	1.0	2.3
TOTAL	51	59	55	58	46	64	60	57	27	23	26	19	22	21	20	23	21	19	19	23	32	14	20	20	2.6	2.4	2.5	2.5	2.9	2.1	2.0	2.4

Please indicate the extent to which each is important to you with respect to the college that you attend.	By Age																								Average							
	Important								Somewhat Important								Not Important															
	≤18	19-22	23-30	31-40	41-50	51-60	>60	TOTAL	≤18	19-22	23-30	31-40	41-50	51-60	>60	TOTAL	≤18	19-22	23-30	31-40	41-50	51-60	>60	TOTAL	≤18	19-22	23-30	31-40	41-50	51-60	>60	TOTAL
Presence of persons of all (adult) ages in the student body. (item78)																																
Santa Ana Campus	52	60	63	81	80	92	100	64	14	25	27	9	17	8	0	23	35	15	10	10	3	0	0	13	2.8	2.3	2.2	1.9	1.8	1.6	1.3	2.2
Orange Campus	63	68	68	63	43	33	100	66	29	20	15	26	29	0	0	20	8	12	17	11	29	67	0	14	2.1	2.1	2.2	2.2	2.9	3.3	1.0	2.2
Centennial Education Center	63	64	70	92	100	50	100	71	26	23	20	8	0	0	0	19	11	13	11	0	0	50	0	10	2.1	2.2	2.0	1.5	1.8	3.0	1.0	2.0
TOTAL	58	61	65	78	76	77	100	65	22	24	24	13	17	6	0	22	19	16	12	9	7	18	0	13	2.4	2.3	2.2	1.9	2.0	2.1	1.1	2.2

	By Age																								Average							
	Sometimes								Seldom								Never															
	≤18	19-22	23-30	31-40	41-50	51-60	>60	TOTAL	≤18	19-22	23-30	31-40	41-50	51-60	>60	TOTAL	≤18	19-22	23-30	31-40	41-50	51-60	>60	TOTAL	≤18	19-22	23-30	31-40	41-50	51-60	>60	TOTAL
I see materials in campus media that increase my understanding of individuals based on: their age. (item167)																																
Santa Ana Campus	16	31	33	33	0	50	67	31	40	34	27	42	54	0	33	34	44	36	40	25	46	50	0	36	2.3	2.4	2.1	1.9	2.4	2.0	1.3	2.1
Orange Campus	13	32	28	17	0	50	-	28	38	37	28	22	67	50	-	34	50	32	44	61	33	0	-	41	2.4	2.0	2.2	2.4	2.3	1.5	-	2.1
Centennial Education Center	15	24	27	17	100	-	0	25	39	29	27	83	0	-	0	33	46	48	46	0	0	-	100	42	2.3	2.2	2.2	1.8	1.0	1.5	3.0	2.2
TOTAL	15	31	31	28	11	50	50	29	39	34	27	41	50	13	25	34	46	35	42	31	39	28	25	37	2.3	2.0	2.1	2.0	2.3	1.9	1.8	2.0

Equity Study Questionnaire Response Distributions
Student Questionnaire
Responses by Disability Status

	By Physical Disability						Average		
	Strongly Agree/Agree			Disagree/Strongly Disagree					
	Disability	No Disability	Total	Disability	No Disability	Total	Disability	No Disability	Total
More consideration should be given to the needs and interests of physically disabled students. (item30)									
Santa Ana Campus	90	83	84	10	17	17	1.7	1.9	1.9
Orange Campus	90	78	79	10	22	21	1.6	2.0	2.0
Centennial Education Center	100	79	80	0	21	20	1.2	2.0	2.0
TOTAL	92	82	82	8	18	18	1.6	1.9	1.9
RSC is sensitve to the needs of disabled students. (item41)									
Santa Ana Campus	83	84	84	17	16	16	2.1	2.0	2.0
Orange Campus	100	91	91	0	9	9	1.4	2.0	2.0
Centennial Education Centur	100	85	85	0	15	15	1.3	2.0	1.9
TOTAL	90	85	86	10	15	15	1.8	2.0	2.0

	By Disability									Average		
	Important			Somewhat Important			Not Important					
Please indicate the extent to which each is important to you with respect to the college that you attend.	Disability	No Disability	Total	Disability	No Disability	Total	Disability	No Disability	Total	Disability	No Disability	Total
Accessibility for the disabled to buildings. (item75)												
Santa Ana Campus	91	75	75	5	17	17	5	8	8	1.4	1.9	1.9
Orange Campus	100	80	81	0	15	14	0	6	5	1.8	1.5	1.6
Centennial Education Center	100	77	78	0	14	13	0	9	9	1.2	1.9	1.9
TOTAL	94	76	77	3	17	16	3	8	7	1.3	1.8	1.8

Please indicate the extent to which each is important to you with respect to the college that you attend.	By Disability									Average		
	Important			Somewhat Important			Not Important					
	Disability	No Disability	Total	Disability	No Disability	Total	Disability	No Disability	Total	Disability	No Disability	Total
Accessibility for the disabled to programs/activities. (item76)												
Santa Ana Campus	95	76	76	5	18	17	0	7	7	1.3	1.9	1.9
Orange Campus	100	80	81	0	13	12	0	7	7	1.9	1.5	1.7
Centennial Education Center	100	81	82	0	14	14	0	5	5	1.2	1.8	1.8
TOTAL	97	77	78	3	16	16	0	7	7	1.3	1.8	1.8

	By Physical Disability									Average		
	Sometimes			Seldom			Never					
	Disability	No Disability	Total	Disability	No Disability	Total	Disability	No Disability	Total	Disability	No Disability	Total
I see materials in campus media that increase my understanding of individuals based on: their disability. (item156)												
Santa Ana Campus	36	30	30	43	37	37	21	34	34	1.9	2.0	2.0
Orange Campus	50	24	26	13	39	37	38	37	37	1.9	2.1	2.1
Centennial Education Center	50	30	30	50	30	30	0	41	39	1.5	2.1	2.1
TOTAL	42	29	29	33	36	36	25	35	35	1.8	2.1	2.1

Equity Study Questionnaire Response Distributions
Student Questionnaire
Responses by Ethnicity

	By Ethnicity																	
	Strongly Agree/Agree						Disagree/Strongly Disagree						Average					
	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total
I feel that overall the staff on this campus makes a genuine effort to recruite ethnically diverse students. (item13)																		
Santa Ana Campus	93	87	87	96	79	89	7	13	13	4	21	11	2.0	2.0	2.0	1.7	2.1	1.9
Orange Campus	100	91	69	91	100	88	0	8	31	9	0	12	2.0	1.8	2.3	1.8	1.5	1.9
Centennial Education Center	100	100	94	100	100	96	0	0	6	0	0	4	2.0	1.8	1.7	1.4	1.8	1.7
TOTAL	94	88	87	95	87	90	6	12	13	6	13	10	2.0	2.0	1.9	1.7	1.9	1.9
My family supported my decision to attend this school. (item14)																		
Santa Ana Campus	90	90	91	94	90	91	10	10	10	7	10	9	1.7	1.7	1.6	1.7	1.6	1.7
Orange Campus	100	96	97	98	92	97	0	4	3	2	8	3	2.0	1.7	1.6	1.5	1.7	1.5
Centennial Education Center	100	80	98	90	75	95	0	20	2	10	25	5	1.5	1.6	1.5	1.6	2.0	1.5
TOTAL	92	90	93	95	89	93	8	10	7	5	11	7	1.7	1.7	1.6	1.6	1.6	1.6
I was encouraged to enroll here by current or former students. (item15)																		
Santa Ana Campus	44	68	60	60	68	63	56	32	40	40	32	37	2.4	2.2	2.3	2.3	2.2	2.3
Orange Campus	0	57	57	60	50	58	100	43	44	40	50	42	3.0	2.6	2.3	2.4	2.5	2.4
Centennial Education Center	100	75	74	43	50	70	0	25	26	57	50	30	2.0	2.1	2.2	2.2	2.5	2.2
TOTAL	48	67	64	59	63	63	52	33	37	41	38	37	2.4	2.3	2.3	2.3	2.3	2.3
I enrolled here because my friends were nerolling here too. (item16)																		
Santa Ana Campus	0	38	28	27	32	31	100	62	72	73	68	69	3.4	2.7	2.9	3.0	3.2	2.9
Orange Campus	0	33	35	25	25	27	100	67	65	75	75	73	4.0	3.1	2.8	3.0	3.3	3.1
Centennial Education Center	0	25	36	18	0	30	100	75	66	82	100	70	3.0	3.1	2.7	2.9	3.3	2.3
TOTAL	0	37	30	26	28	30	100	63	70	74	72	70	3.4	2.8	2.8	3.0	3.2	2.9

	By Ethnicity												Average					
	Strongly Agree/Agree						Disagree/Strongly Disagree											
	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total
My high school counselor encouraged me to enroll here. (item17)																		
Santa Ana Campus	0	25	38	15	12	26	100	75	62	85	88	74	3.4	2.9	2.7	3.2	3.2	2.9
Orange Campus	50	0	14	13	14	13	50	100	86	87	86	87	2.5	3.6	3.1	3.1	3.3	3.1
Centennial Education Center	100	75	58	54	33	58	0	25	42	46	67	43	1.0	2.0	2.3	2.4	3.3	2.3
TOTAL	14	24	41	17	15	28	86	76	59	83	85	72	3.1	2.7	2.6	3.1	3.2	2.9
RSC enjoys a reputation of quality in my home community. (item18)																		
Santa Ana Campus	92	63	72	73	84	70	8	37	29	27	16	30	1.9	2.4	2.2	2.3	2.1	2.3
Orange Campus	50	78	85	71	88	75	50	22	15	29	13	25	2.5	2.3	2.0	2.2	2.1	2.2
Centennial Education Center	100	100	92	80	67	90	0	0	8	20	33	10	1.5	1.8	1.8	2.1	2.3	1.8
TOTAL	88	65	78	73	83	74	13	35	22	27	17	27	1.9	2.3	2.0	2.2	2.1	2.2
I am not reluctant to tell people I go to school here. (item19)																		
Santa Ana Campus	80	55	74	77	58	68	20	45	27	23	42	32	2.0	2.4	2.0	2.0	2.3	2.1
Orange Campus	100	40	74	82	92	75	0	60	27	17	8	23	1.3	2.7	2.1	1.9	1.6	2.0
Centennial Education Center	100	88	83	65	100	82	0	13	8	35	0	19	1.0	1.6	1.8	2.0	1.6	1.8
TOTAL	83	55	76	78	71	71	17	45	24	22	29	29	1.8	2.4	1.9	2.0	2.0	2.1
I have no difficulty communicating with students of a different ethnic backgroudn than mine on this campus. (item20)			85	77	83	78	9	29	15	23	17	22	1.6	2.2	1.3	2.0	1.8	2.0
Santa Ana Campus	91	71	97	89	90	88	0	30	3	11	9	12	1.3	2.0	1.6	1.8	1.5	1.7
Orange Campus	100	70	94	95	100	95	0	0	6	5	0	5	1.0	1.6	1.6	1.4	1.7	1.6
Centennial Education Center	100	100	89	83	86	82	8	28	12	18	14	18	1.6	2.1	1.7	1.9	1.8	1.9
TOTAL	92	72																
I think it is important that I make friends with students of other ethnic backgrounds. (item21)																		
Santa Ana Campus	100	90	94	87	93	91	0	10	6	13	7	9	1.4	1.8	1.6	1.9	1.6	1.7
Orange Campus	100	96	85	82	91	85	0	4	15	18	9	15	1.7	1.5	1.7	2.0	1.5	1.8
Centennial Education Center	100	88	95	100	100	95	0	13	5	0	0	5	1.7	1.5	1.6	1.3	1.7	1.6
TOTAL	100	91	93	86	93	90	0	10	7	14	7	10	1.5	1.7	1.6	1.9	1.6	1.7

	By Ethnicity																	
	Strongly Agree/Agree						Disagree/Strongly Disagree						Average					
	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total
A student's ethnic background does not affect his/her ability to learn. (item22)																		
Santa Ana Campus	91	70	89	83	81	81	9	30	11	17	19	20	1.6	2.1	1.6	1.8	1.5	1.8
Orange Campus	67	82	91	91	92	90	33	19	9	9	8	11	1.7	1.7	1.5	1.5	1.4	1.5
Centennial Education Center	100	100	93	95	100	94	0	0	7	5	0	6	1.5	1.3	1.5	1.4	1.4	1.5
TOTAL	89	72	90	87	85	84	11	28	10	13	15	16	1.6	2.0	1.5	1.6	1.5	1.7
I have been made to feel comfortable here by other students. (item23)																		
Santa Ana Campus	95	81	91	88	83	87	5	19	9	12	17	14	1.8	2.1	1.9	1.9	2.0	2.0
Orange Campus	100	83	97	87	91	89	0	17	3	13	9	11	2.0	1.8	1.8	1.9	1.8	1.9
Centennial Education Center	-	100	91	100	50	93	0	0	9	0	50	7	-	1.8	1.8	1.6	2.5	1.8
TOTAL	96	82	91	88	84	88	4	18	9	12	16	12	1.8	2.1	1.8	1.9	2.0	1.9
The staff has made a special effort to help ethnically diverse students achieve and belong. (item24)																		
Santa Ana Campus	83	76	87	92	84	84	17	24	13	8	16	16	2.2	2.2	1.9	1.9	1.9	2.0
Orange Campus	-	83	65	90	100	86	-	17	35	10	0	15	1.9	2.3	1.9	1.9	1.5	1.9
Centennial Education Center	100	100	98	93	100	96	0	0	2	7	0	3	1.7	1.5	1.7	1.5	2.1	1.6
TOTAL	86	78	89	92	90	86	14	22	12	9	11	14	2.1	2.1	1.9	1.9	1.8	1.9
The cross-cultural/multi-ethnic experiences I am having here will make me more effective in my future career. (item25)																		
Santa Ana Campus	94	87	90	82	100	88	6	13	10	18	0	13	1.7	1.9	1.7	2.0	1.7	1.8
Orange Campus	100	89	93	73	90	80	0	11	7	27	10	20	1.0	1.8	1.9	2.1	1.7	2.0
Centennial Education Center	100	100	93	100	67	94	0	0	7	0	33	6	1.3	1.4	1.6	1.5	2.7	1.6
TOTAL	96	88	91	80	95	87	4	12	9	20	5	13	1.6	1.9	1.7	2.0	1.8	1.8
More consideration should be given to the needs and interests of ethnically diverse RSC students. (item26)																		
Santa Ana Campus	88	84	80	30	70	69	12	17	20	70	30	31	1.9	2.0	1.9	2.9	2.1	2.2
Orange Campus	50	65	73	36	70	49	50	35	27	64	30	51	2.5	2.0	2.0	2.8	2.1	2.5
Centennial Education Center	50	71	86	56	100	81	50	29	14	44	0	20	3.0	2.1	2.0	2.4	1.7	2.1
TOTAL	81	82	81	34	73	67	19	19	19	66	28	34	2.0	2.0	1.9	2.8	2.1	2.2

	By Ethnicity																	
	Strongly Agree/Agree						Disagree/Strongly Disagree						Average					
	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total
The education of students should include course material that addresses the contributions of women and ethnic minorities to the field. (also under "grades") (item27)																		
Santa Ana Campus	100	75	85	70	79	78	0	25	15	30	21	23	1.4	2.2	1.9	2.3	1.9	2.1
Orange Campus	100	78	84	72	82	76	0	22	16	28	18	24	1.3	2.0	1.9	2.3	1.8	2.1
Centennial Education Center	67	89	84	75	100	83	33	11	16	25	0	17	2.0	1.8	1.9	1.9	1.7	1.9
TOTAL	96	76	84	71	81	78	4	24	16	29	19	22	1.5	2.1	1.9	2.2	1.9	2.1
The cultural events on this campus are appealing and entertaining. (item31)																		
Santa Ana Campus	77	75	77	67	82	74	24	25	23	33	18	26	2.2	2.2	2.1	2.3	2.0	2.2
Orange Campus	100	72	68	58	70	63	0	28	32	42	30	37	2.2	2.1	2.4	2.5	2.2	2.4
Centennial Education Center	50	80	81	71	100	79	50	20	19	29	0	21	2.5	2.0	2.0	2.4	2.0	2.1
TOTAL	76	75	77	64	79	73	24	25	23	36	21	27	2.2	2.2	2.1	2.4	2.0	2.2
I do not participate in social activities on the campus because I feel that I do not belong. (item32)																		
Santa Ana Campus	12	31	27	29	25	28	88	69	74	71	75	72	3.1	2.8	2.9	2.8	3.0	2.8
Orange Campus	0	42	14	19	22	22	100	57	86	81	78	76	3.3	2.8	3.0	3.0	2.8	2.9
Centennial Education Center	0	50	25	30	50	27	100	50	75	70	50	73	3.0	2.5	2.9	2.9	2.5	2.9
TOTAL	10	32	25	25	26	27	91	68	75	75	74	73	3.1	2.8	2.9	2.9	2.9	2.9
My social contacts on campus include diverse students. (item33)																		
Santa Ana Campus	88	80	80	77	81	80	13	20	20	23	19	21	1.9	2.1	2.1	2.1	1.9	2.1
Orange Campus	100	84	71	76	60	76	0	16	29	24	40	24	1.5	2.0	2.1	2.1	2.4	2.1
Centennial Education Center	0	83	88	92	50	86	100	17	12	8	50	14	4.0	1.5	1.9	1.6	2.0	1.9
TOTAL	80	81	81	78	74	80	20	19	19	23	26	21	2.1	2.1	2.1	2.1	2.0	2.1
Social or interest groups on this campus are primarily determined by race and/or ethnic background. (item34)																		
Santa Ana Campus	67	65	63	74	64	67	33	35	37	26	36	33	2.1	2.3	2.3	2.1	2.4	2.2
Orange Campus	100	63	61	60	63	61	0	38	39	40	38	39	2.0	2.3	2.4	2.3	2.1	2.3
Centennial Education Center	0	75	31	57	100	39	100	25	69	43	0	61	3.0	2.0	2.8	2.5	2.0	2.7
TOTAL	68	65	56	68	66	63	32	35	44	32	34	37	2.2	2.3	2.4	2.1	2.3	2.3

	By Ethnicity												Average					
	Strongly Agree/Agree						Disagree/Strongly Disagree											
	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total
The college has an obligation to promote and encourage positive interaction among all students in all aspects of campus life. (item35)																		
Santa Ana Campus	91	84	88	86	100	87	9	16	12	14	0	13	1.7	1.9	1.8	1.9	1.5	1.9
Orange Campus	67	88	97	81	89	85	33	13	3	19	11	16	1.7	1.9	1.7	2.0	1.8	1.9
Centennial Education Center	100	100	94	81	75	92	0	0	6	19	25	7	1.5	1.6	1.7	1.9	2.0	1.7
TOTAL	89	85	90	84	95	87	11	15	10	16	5	13	1.7	1.9	1.8	1.9	1.6	1.9
Socially, RSC is as integrated as students want it to be. (also under "gender") (item36)																		
Santa Ana Campus	76	79	85	84	81	82	24	21	15	16	19	18	2.2	2.1	2.0	2.0	2.0	2.1
Orange Campus	100	76	86	89	90	87	0	24	13	11	100	13	2.0	2.2	2.0	1.9	1.9	2.0
Centennial Education Center	100	67	90	81	100	88	0	33	11	19	0	12	1.7	2.0	1.9	1.9	1.7	1.9
TOTAL	81	79	87	86	85	84	19	22	14	14	15	16	2.1	2.1	2.0	2.0	1.9	2.0
My instructors do not show any partiality to students on the basis of ethnicity or gender. (also under "gender") (item37)																		
Santa Ana Campus	91	57	79	83	74	73	10	43	21	17	26	27	1.8	2.4	2.1	1.9	2.1	2.1
Orange Campus	100	64	80	94	100	88	0	36	20	6	0	12	1.7	2.2	2.0	1.8	1.4	1.8
Centennial Education Center	100	80	79	100	100	84	0	20	21	0	0	17	1.0	2.0	1.9	1.4	2.0	1.8
TOTAL	92	58	79	88	84	77	8	42	21	12	16	23	1.7	2.4	2.0	1.8	1.9	2.0
My instructors refer to contributions made by women and diverse persons in the field of study (also under "gender") (item38)																		
Santa Ana Campus	53	49	64	72	69	61	47	51	36	28	31	39	2.4	2.5	2.3	2.2	2.2	2.3
Orange Campus	0	50	67	71	82	68	100	50	33	29	18	32	3.0	3.3	2.4	2.2	2.0	2.3
Centennial Education Center	67	57	73	69	0	70	33	43	27	31	100	30	2.0	2.4	2.2	2.0	3.0	2.2
TOTAL	50	49	66	72	71	63	50	51	34	29	29	37	2.4	2.5	2.3	2.2	2.1	2.3

	By Ethnicity																	
	Strongly Agree/Agree						Disagree/Strongly Disagree						Average					
	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total
RSC is sensitive to the needs of students of all backgrounds. (item39)																		
Santa Ana Campus	84	72	83	87	81	80	16	28	17	13	19	20	2.2	2.2	2.1	2.0	1.9	2.1
Orange Campus	100	75	80	90	100	87	0	25	20	10	0	13	2.0	2.1	2.1	2.0	1.8	2.0
Centennial Education Center	100	100	91	100	75	92	0	0	9	0	25	8	1.7	1.1	1.8	1.4	2.0	1.7
TOTAL	88	73	85	89	85	83	13	27	15	11	15	17	2.1	2.2	2.0	2.0	1.9	2.0
If I were starting ove[illegible] would attend RSC. (item43)																		
Santa Ana Campus	84	79	85	85	85	83	16	22	15	15	15	17	1.8	2.1	1.8	2.0	1.9	2.0
Orange Campus	100	67	82	81	67	79	0	33	18	19	33	21	1.5	2.2	2.0	2.0	2.3	2.1
Centennial Education Center	100	100	93	93	67	93	0	0	6	1.	1	7	1.3	1.6	1.7	1.8	2.3	1.7
TOTAL	88	78	87	84	80	83	13	22	13	16	21	17	1.8	2.1	1.8	2.0	2.1	2.0
Campus security officers treat all students in a fair and equitable manner. (item44)																		
Santa Ana Campus	88	80	84	85	85	83	12	20	16	15	15	17	2.1	2.1	2.0	2.0	2.0	2.0
Orange Campus	0	77	96	76	80	80	100	23	4	24	20	21	4.0	2.0	2.0	2.1	2.0	2.1
Centennial Education Center	100	86	86	94	67	87	0	14	14	6	33	14	1.0	1.4	1.9	1.8	2.3	1.8
TOTAL	84	80	86	83	82	83	16	20	14	17	18	17	2.1	2.0	2.0	2.0	2.0	2.0
I feel comfortable at RSC and have a sense of belonging. (item45)																		
Santa Ana Campus	96	79	91	81	85	84	5	21	9	20	15	16	1.9	2.1	1.9	2.1	2.0	2.0
Orange Campus	50	78	97	83	73	84	50	22	3	17	27	16	8.5	2.1	1.9	2.0	2.2	2.0
Centennial Education Center	100	100	92	89	100	93	0	0	8	11	0	7	1.7	1.5	1.6	1.7	2.0	1.7
TOTAL	93	79	92	82	83	85	7	21	8	18	17	15	1.9	2.1	1.8	2.1	2.0	2.0
My instructors incorportated into their classes: materials that acknowledge the contributions of people from a variety of ethnic groups. (item46)																		
Santa Ana Campus	63	73	78	75	81	75	38	27	22	25	19	25	2.3	2.2	2.1	2.2	2.2	2.2
Orange Campus	100	82	57	83	80	79	0	18	43	17	20	21	1.5	2.0	2.5	2.1	1.8	2.1
Centennial Education Center	-	100	84	79	100	85	-	0	16	21	0	16	-	1.3	2.0	1.9	1.5	2.0
TOTAL	67	74	78	78	82	77	33	26	22	22	18	23	2.2	2.2	2.1	2.1	2.0	2.1

	By Ethnicity																	
	Strongly Agree/Agree						Disagree/Strongly Disagree						Average					
	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total
My instructors incorporated into their classes: various methods of teaching. (item48)																		
Santa Ana Campus	94	83	90	90	83	88	6	17	10	10	17	12	1.8	2.1	1.9	1.9	2.1	2.0
Orange Campus	100	84	86	91	89	89	0	16	12	9	11	11	1.0	2.1	2.1	1.9	1.7	2.0
Centennial Education Center	100	75	90	94	100	90	0	25	11	6	0	10	1.5	1.8	1.8	1.7	1.7	1.8
TOTAL	96	83	90	90	86	88	5	17	10	10	14	12	1.7	2.1	1.9	1.9	2.0	2.0
Multiple viewpoints on ethnicity are discussed: in various departments throughout the campus. (item49)																		
Santa Ana Campus	86	75	70	81	90	75	14	25	30	19	11	25	2.0	2.2	2.2	2.1	2.1	2.2
Orange Campus	100	50	64	76	100	72	0	50	36	24	0	28	2.0	2.4	2.4	2.1	1.7	2.2
Centennial Education Center	-	100	67	82	100	71	-	0	33	18	0	29	-	2.0	2.0	2.0	1.0	2.2
TOTAL	88	73	69	79	93	74	13	27	31	21	7	26	2.0	2.2	2.2	2.1	1.9	2.2
Multiple viewpoints on ethnicity are discussed: only if introduced by students. (item50)																		
Santa Ana Campus	53	57	57	38	78	53	47	43	43	62	22	47	2.5	2.5	2.4	2.7	2.1	2.5
Orange Campus	-	60	73	42	38	50	-	40	27	58	63	50	-	2.4	2.2	2.6	2.4	2.5
Centennial Education Center	0	100	49	82	100	55	100	0	51	18	0	45	4.0	1.0	2.6	1.9	2.0	2.5
TOTAL	47	57	57	42	69	53	53	43	44	58	31	47	2.6	2.4	234	2.6	2.2	2.5
Mulitple viewpoints on ethnicity are discussed: with reluctance by instructors and students. (item51)																		
Santa Ana Campus	31	58	49	23	50	45	69	42	51	77	50	55	2.7	2.4	2.6	2.9	2.6	2.6
Orange Campus	0	53	52	22	29	32	100	47	48	78	71	86	3.0	2.5	8.5	2.9	2.6	2.7
Centennial Education Center	0	50	58	56	-	56	100	50	42	44	-	44	4.0	2.5	2.6	2.6	-	2.6
TOTAL	27	58	51	24	45	44	73	42	49	76	55	56	2.8	2.4	2.6	2.5	2.6	2.6
Multiple viewpoints on ethnicity are discussed: with enthusiasm by instructors and students. (item52)																		
Santa Ana Campus	75	72	69	72	82	72	25	28	31	27	18	29	2.1	2.3	2.2	2.2	2.1	2.2
Orange Campus	100	70	61	67	71	67	0	30	39	33	29	33	2.0	2.3	2.5	2.3	2.0	2.3
Centennial Education Cetner	52	100	74	64	100	73	50	0	26	36	0	27	2.0	1.5	2.1	2.2	1.5	2.1
TOTAL	73	72	70	70	81	71	27	28	30	30	19	29	2.1	2.3	2.2	2.2	2.1	2.2

	By Ethnicity																	
	Strongly Agree/Agree						Disagree/Strongly Disagree						Average					
	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total
The opportunities to learn about various cultures (e.g., Black History Month) are available to me on campus. (item57)																		
Santa Ana Campus	87	80	81	84	68	81	13	20	19	16	32	19	1.9	2.1	2.0	2.0	2.1	2.0
Orange Campus	67	72	71	78	64	75	33	28	29	22	36	25	2.7	2.0	2.2	2.2	2.5	2.2
Centennial Education Center	50	75	77	79	100	78	50	25	23	21	0	22	3.0	2.3	2.0	1.9	2.0	2.0
TOTAL	82	79	79	82	70	80	18	21	21	18	30	21	2.0	2.1	2.0	2.1	2.2	2.1
The opportunities to discuss issues related to cultural differences among ethnic groups are available to me on campus. (item58)																		
Santa Ana Campus	76	77	72	74	68	74	24	23	28	27	32	26	2.1	2.2	2.2	2.2	2.3	2.2
Orange Campus	50	64	66	74	64	70	50	36	35	26	36	30	2.5	2.2	2.3	2.2	2.5	2.2
Centennial Education Center	100	75	71	70	67	72	0	25	29	31	33	28	1.5	1.5	2.1	2.2	2.7	2.1
TOTAL	76	76	71	73	67	73	24	24	29	27	33	27	2.1	2.2	2.2	2.2	2.4	2.2
The opportunities to receive campus assistance when I am discriminated against because of my race, ethnicity or sex are available to me on campus. (also under "gender") (item59)																		
Santa Ana Campus	83	70	69	67	67	69	17	30	32	33	33	31	1.9	2.2	2.1	2.2	2.2	2.2
Orange Campus	100	43	63	74	88	68	0	57	37	26	13	32	2.0	2.3	2.4	2.2	2.2	2.2
Centennial Education Center	0	100	72	80	100	75	100	0	28	20	0	25	4.0	1.4	2.1	2.0	1.7	2.0
TOTAL	80	68	69	71	76	70	20	32	31	30	24	30	2.0	2.2	2.1	2.2	2.1	2.2

Please indicate the extent to which each is important to you with respect to the college that you attend:	By Ethnicity																		Average					
	Important						Somewhat Important						Not Important											
	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total
Recruitment programs for students of my background. (item60)																								
Santa Ana Campus	68	56	70	47	52	58	18	29	21	25	28	25	14	15	10	28	21	17	2.0	2.4	2.0	2.7	2.5	2.4
Orange Campus	100	50	68	46	58	52	0	42	23	29	25	29	0	8	10	25	17	19	2.0	2.4	2.0	2.6	2.5	2.5
Centennial Education Center	67	75	79	56	67	74	33	13	14	28	0	16	0	13	8	17	33	10	1.8	1.9	1.8	2.3	2.7	1.9
TOTAL	71	56	72	47	55	59	18	30	19	26	25	24	11	14	9	27	21	17	1.9	2.4	1.9	2.7	2.5	2.3
Presence of an ethnically diverse faculty and staff. (item61)																								
Santa Ana Campus	77	58	67	47	60	58	14	24	23	25	33	24	9	18	10	29	7	18	1.9	2.4	2.1	2.8	2.2	2.4
Orange Campus	100	64	75	43	36	52	0	32	13	21	64	23	0	4	13	36	0	25	1.0	2.0	1.9	3.0	2.4	2.6
Centennial Educaiton Center	0	38	68	58	50	62	67	13	16	21	25	18	33	50	17	21	25	20	3.7	3.3	2.2	2.5	2.8	2.4
TOTAL	71	58	68	46	53	58	18	25	20	23	40	23	11	17	12	31	7	19	2.0	2.4	2.1	2.8	2.3	2.4
Presence of an ethnically diverse student body. (item63)																								
Santa Ana Campus	82	53	73	45	60	58	9	29	16	28	30	25	9	17	11	27	10	18	1.7	2.5	2.0	2.8	2.2	2.4
Orange Campus	100	63	75	44	46	52	0	33	9	25	46	24	0	4	16	31	9	24	1.0	2.1	2.0	2.9	2.4	2.6
Centennial Education Center	50	38	62	67	50	60	0	0	19	11	0	15	50	63	20	22	50	25	3.0	3.5	2.4	2.3	3.5	2.5
TOTAL	82	54	70	46	56	57	7	29	16	26	31	23	11	18	14	28	13	20	1.7	2.5	2.1	2.8	2.4	2.4
Financial assistance (item64)																								
Santa Ana Campus	96	84	87	80	93	85	0	12	9	11	7	10	4	4	4	9	0	5	1.4	1.7	1.5	1.7	1.3	1.6
Orange Campus	100	89	88	80	91	83	0	4	9	10	9	9	0	8	3	10	0	9	1.0	1.6	1.5	1.8	1.4	1.7
Centennial Education Center	100	100	76	68	75	76	0	0	9	21	0	10	0	0	14	11	25	13	1.0	1.0	1.8	1.9	2.5	1.8
TOTAL	97	85	85	80	91	84	0	11	9	11	7	10	3	4	6	9	2	7	1.3	1.8	1.6	1.8	1.4	1.6
Ethnic/minority studies or programs (item65)																								
Santa Ana Campus	83	67	71	45	70	63	9	23	21	28	30	24	9	10	8	28	0	14	1.5	2.0	1.9	2.9	1.8	2.2
Orange Campus	100	70	82	41	55	64	0	22	9	27	36	23	0	7	9	32	2	23	1.0	1.9	1.8	2.9	2.1	2.5
Centennial Education Center	100	43	71	58	50	67	0	29	16	26	50	19	0	29	14	16	0	14	1.0	2.7	2.0	2.3	2.5	2.1
TOTAL	86	67	72	44	64	61	7	23	19	27	33	23	7	10	9	29	2	16	1.4	2.2	1.9	2.8	2.0	2.3

Please indicate the extent to which each is important to you with respect to the college that you attend:	By Ethnicity																								
	Important						Somewhat Important						Not Important						Average					
	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total
Opportunity for frequent contact with faculty (item67)																								
Santa Ana Campus	91	69	80	76	83	75	4	23	13	17	17	18	4	8	7	7	0	7	1.4	2.1	1.8	1.9	1.6	1.9
Orange Campus	100	85	80	76	75	78	0	12	17	15	25	15	0	4	3	8	0	7	1.0	1.7	1.6	1.9	1.7	1.8
Centennial Education Center	68	88	75	79	75	76	33	13	18	16	25	18	0	0	7	5	0	6	1.7	1.3	1.8	1.8	2.0	1.8
TOTAL	90	71	78	76	80	76	7	22	15	16	20	17	3	7	7	8	0	7	1.4	2.1	1.8	1.9	1.7	1.9
Opportunity for acquaintances with other students who attend the college (item68)																								
Santa Ana Campus	83	72	72	60	67	69	9	20	21	28	30	23	9	8	7	12	3	9	1.8	2.1	1.9	2.3	1.9	2.1
Orange Campus	100	81	68	66	67	69	0	19	18	22	25	21	0	0	15	12	8	10	1.3	1.8	2.1	2.2	2.0	2.1
Centennial Education Center	67	63	83	58	50	76	33	25	10	21	25	13	0	13	8	21	25	10	1.7	2.1	1.7	2.4	2.5	1.9
TOTAL	83	73	74	62	65	70	10	20	18	26	28	21	7	7	8	12	7	9	1.7	2.0	1.9	2.3	2.0	2.1
Job and career placement services (item70)																								
Santa Ana Campus	86	84	87	83	76	84	14	12	8	13	17	12	0	4	5	4	7	4	1.5	1.6	1.5	1.7	1.6	1.6
Orange Campus	100	88	88	81	67	83	0	12	9	11	33	12	0	0	3	8	0	6	1.0	1.4	1.5	1.8	1.8	1.7
Centennial Education Center	100	83	93	58	75	86	0	0	4	21	25	7	0	17	3	21	0	6	1.0	1.7	1.3	2.4	1.8	1.5
TOTAL	89	84	89	81	73	84	11	12	7	13	22	11	0	4	4	6	4	5	-	-	-	-	-	-
Opportunity to participate in intercollegiate athletics (item71)																								
Santa Ana Campus	70	62	66	56	69	62	15	26	23	21	20	23	15	12	12	23	12	15	2.0	2.3	2.1	2.5	2.0	2.3
Orange Campus	100	60	56	54	58	57	0	28	22	18	25	0	12	22	27	17	1	23	1.0	2.3	2.6	2.6	2.2	2.5
Centennial Education Center	67	25	82	47	50	71	33	75	11	32	0	19	0	0	7	21	50	10	1.7	2.5	1.7	2.5	2.8	1.9
TOTAL	73	61	69	55	64	62	15	28	20	21	19	22	12	12	12	25	17	16	1.4	1.6	1.5	1.7	1.6	1.6
The participation of students of my ethnicity in campus activities, programs and governance (item72)																								
Santa Ana Campus	80	58	75	44	55	60	10	28	18	26	24	23	10	15	7	30	21	17	1.8	2.4	1.9	2.9	2.4	2.4
Orange Campus	100	76	67	41	50	52	0	20	18	27	33	25	0	4	15	32	17	24	1.0	1.5	2.2	3.0	2.3	2.6
Centennial Education Center	33	50	80	53	50	42	33	33	13	17	0	14	33	17	8	29	50	14	3.0	2.5	1.8	2.6	3.0	2.0
TOTAL	77	59	76	44	53	60	12	27	16	26	24	23	12	14	8	31	22	18	1.8	2.4	1.9	2.9	2.4	2.4

Please indicate the extent to which each is important to you with respect to the college that you attend:	By Ethnicity																		Average					
	Important						Somewhat Important						Not Important											
	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total
Special clubs and activities for students of my ethnic b[illegible]ound, age group, or special interest. (also under "age") (item77)																								
Santa Ana Campus	67	59	68	39	55	56	24	24	19	29	28	24	10	17	21	45	17	20	2.0	2.4	2.1	3.0	2.3	2.4
Orange Campus	100	60	71	45	58	53	0	32	18	29	25	27	0	8	12	26	17	20	1.3	2.2	2.0	2.8	2.2	2.5
Centennial Education Center	0	57	73	29	67	64	67	14	14	24	0	17	33	29	13	47	33	20	3.7	2.6	2.0	3.2	2.7	2.3
TOTAL	63	59	69	40	57	57	26	24	17	29	25	23	11	17	13	31	18	20	2.1	2.4	2.1	2.9	2.3	2.4
Course content and forums which attempt to reflect contributions of all ethnicities. (item79)																								
Santa Ana Campus	73	51	68	46	48	55	14	30	23	29	41	28	14	18	9	25	10	17	1.9	2.6	2.1	2.7	2.3	2.4
Orange Campus	100	56	73	49	83	57	0	40	21	27	17	26	0	4	6	24	0	17	1.0	2.1	1.9	2.7	1.9	2.4
Centennial Education Center	67	40	74	61	50	70	33	20	14	17	25	16	0	40	12	22	25	15	1.7	3.0	2.0	2.4	2.5	2.1
TOTAL	75	52	70	48	58	57	14	31	21	28	33	26	11	18	9	25	9	17	1.8	2.5	2.0	2.7	2.1	2.4
Sensitivity and tolerance of all students in the classroom by other students. (item80)																								
Santa Ana Campus	86	66	77	79	77	74	14	23	14	16	23	18	0	11	9	5	0	8	1.7	2.2	1.9	1.8	1.6	1.9
Orange Campus	100	68	74	75	100	76	0	32	14	18	0	17	0	0	11	7	0	6	1.0	2.0	2.0	1.8	9.3	1.8
Centennial Education Center	67	67	78	74	33	75	0	17	14	21	67	16	33	17	9	5	0	9	2.3	1.8	1.8	1.7	2.3	1.8
TOTAL	86	66	77	77	80	75	11	24	14	17	20	18	4	10	10	6	0	8	1.7	2.2	1.9	1.8	1.6	1.9
Sensitivity and tolerance of all students in the classroom by faculty. (item81)																								
Santa Ana Campus	86	64	80	80	80	74	14	24	14	16	17	18	0	13	7	5	3	8	1.7	2.3	1.8	1.7	1.6	1.9
Orange Campus	100	76	80	80	92	80	0	24	14	16	0	15	0	0	6	5	8	4	1.0	1.8	1.8	1.7	1.5	1.7
Centennial Education Center	33	83	81	75	33	77	33	17	16	15	33	17	33	0	3	10	33	6	3.0	1.3	1.6	1.9	3.0	1.7
TOTAL	82	65	80	79	80	76	14	23	15	16	13	17	4	11	6	5	7	7	1.8	2.2	1.7	1.7	1.7	1.9

Please indicate the extent to which each is important to you with respect to the college that you attend:	By Ethnicity																		Average					
	Important						Somewhat Important						Not Important											
	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total
Faculty showing personal interest in students. (item82)																								
Santa Ana Campus	86	66	78	78	90	75	5	23	15	17	7	18	10	11	6	5	3	8	1.7	2.2	1.7	1.7	1.4	1.9
Orange Campus	100	81	83	81	83	82	0	15	9	13	17	13	0	0	2	4	0	6	1.3	1.7	1.8	1.8	1.4	1.7
Centennial Education Center	100	57	86	65	75	81	0	29	4	25	25	10	0	14	10	10	0	10	1.0	2.1	1.7	2.0	1.8	1.7
TOTAL	89	67	81	78	87	77	4	22	12	16	11	16	7	11	8	6	2	7	1.6	2.1	1.7	1.8	1.5	1.8

	By Ethnicity																		Average					
	Sometimes						Seldom						Never											
	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total
I interact with my instructors after class or outside of the classroom. (item83)																								
Santa Ana Campus	50	45	30	40	30	38	29	41	44	38	47	41	21	13	26	23	23	27	1.7	1.7	2.0	1.8	1.9	1.8
Orange Campus	67	39	21	47	17	40	33	35	40	30	50	34	0	27	39	22	33	26	1.3	1.9	2.2	1.8	2.2	1.9
Centennial Education Center	0	0	27	47	0	27	0	14	28	26	50	27	100	86	44	26	50	45	3.0	2.9	2.2	1.8	2.5	2.5
TOTAL	48	43	28	43	24	38	28	40	40	35	48	38	24	17	32	23	28	24	1.8	1.7	2.0	1.8	2.0	1.9
My instructors appear to be sensitive to the needs of students: in general. (item84)																								
Santa Ana Campus	94	67	74	84	83	76	6	27	22	12	14	20	0	6	3	4	3	4	1.1	1.4	1.3	1.2	1.2	1.3
Orange Campus	100	63	81	87	80	83	0	17	16	12	10	13	0	21	3	1	10	4	1.0	1.6	1.2	1.1	1.3	1.2
Centennial Education Center	100	57	76	78	67	75	0	29	20	22	33	21	0	14	5	0	0	4	1.0	1.6	1.3	1.2	1.3	1.3
TOTAL	96	67	75	85	81	77	5	26	21	13	14	19	0	8	4	3	5	4	1.0	1.4	1.3	1.2	1.2	1.3
My instructors appear to be sensitive to the needs of students: of my ethnic group. (item86)																								
Santa Ana Campus	71	27	50	73	30	49	18	40	28	15	48	29	12	33	22	13	22	23	1.4	2.1	1.7	1.4	1.9	1.7
Orange Campus	0	39	33	71	56	60	100	26	43	21	33	26	0	35	19	9	11	14	2.0	2.0	2.0	1.4	1.6	1.7
Centennial Education Center	-	40	50	50	67	51	-	20	27	8	0	23	-	40	22	42	23	27	-	2.0	1.7	1.9	1.7	1.8
TOTAL	67	29	49	71	40	51	22	38	29	17	40	28	11	33	22	13	20	21	1.4	2.0	1.7	1.4	1.8	1.7

	By Ethnicity																							
	Sometimes						Seldom						Never						Average					
	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total
Interacting with my instructors is easy when I: schedule individual appointments. (item87)																								
Santa Ana Campus	79	59	57	73	58	62	74	30	28	21	29	26	7	12	15	7	13	11	1.3	1.5	1.6	1.3	1.5	1.5
Orange Campus	100	64	64	75	56	71	0	27	29	17	22	20	0	9	4	8	22	9	1.0	1.5	1.5	1.3	1.7	1.4
Centennial Education Center	0	67	58	54	33	56	100	0	27	15	0	25	0	33	15	31	67	19	2.0	1.7	1.6	1.8	2.3	1.6
TOTAL	70	60	58	73	56	63	25	29	28	19	25	25	5	12	14	9	19	12	1.4	1.5	1.6	1.4	1.6	1.5
Interacting with my instructors is easy when I: participate in class discussions. (item88)																								
Santa Ana Campus	83	54	62	85	67	67	11	37	30	12	33	27	6	10	8	4	0	7	1.2	1.6	1.5	1.2	1.3	1.4
Orange Campus	100	71	64	84	60	78	0	21	29	13	40	18	0	8	4	3	0	3	1.0	1.4	1.5	1.2	1.4	1.3
Centennial Education Center	0	60	47	64	33	49	0	20	33	27	33	31	100	20	20	9	33	20	3.0	1.6	1.7	1.5	2.0	1.7
TOTAL	82	55	59	84	63	67	9	35	31	13	35	25	9	10	10	3	3	7	1.3	1.5	1.5	1.2	1.4	1.4
Interacting with my instructors is easy when I: arrange to discuss issues outside of class. (item89)																								
Santa Ana Campus	87	35	47	69	54	51	7	38	31	22	17	29	7	28	23	9	29	20	1.2	1.9	1.8	1.4	1.8	1.7
Orange Campus	0	62	44	66	30	59	100	24	35	16	40	23	0	14	17	17	30	18	2.0	1.5	1.9	1.5	2.0	1.6
Centennial Education Center	0	50	22	60	33	27	67	0	37	10	33	33	33	50	42	30	33	40	2.3	2.0	2.2	1.7	2.0	2.1
TOTAL	65	38	41	68	46	50	25	36	32	19	24	28	10	27	27	13	30	22	1.4	1.9	1.9	1.4	1.8	1.7
Interacting with my instructors is easy when I: seek advice on my educational and career goals. (item90)																								
Santa Ana Campus	67	45	52	69	62	55	27	37	31	23	19	30	7	18	16	8	19	14	1.4	1.7	1.6	1.4	1.6	1.6
Orange Campus	100	73	46	65	70	64	0	18	46	24	20	25	0	9	4	12	10	10	1.0	1.4	1.7	1.5	1.4	-
Centennial Education Center	67	67	52	73	100	58	0	17	37	18	0	31	33	17	11	9	0	12	1.7	1.5	1.6	1.4	1.0	1.5
TOTAL	71	48	52	67	66	57	19	35	34	23	18	30	10	17	14	9	16	13	1.4	1.7	1.6	1.4	1.5	1.6

	By Ethnicity																		Average					
	Sometimes						Seldom						Never											
	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total
Interacting with my instructors is easy when I: seek need help with materials taught in class. (item91)																								
Santa Ana Campus	71	61	64	75	64	66	18	29	29	20	24	26	12	10	8	5	12	8	1.4	1.5	1.4	1.3	1.5	1.4
Orange Campus	50	70	62	74	70	71	50	26	27	22	30	24	0	4	8	3	0	4	1.5	1.3	1.6	1.3	1.3	1.3
Centennial Education Center	67	67	61	79	67	64	33	17	33	21	33	31	0	17	6	0	0	5	1.3	1.5	1.4	1.2	1.3	1.4
TOTAL	68	62	63	75	66	67	23	28	30	21	26	26	9	10	7	4	8	7	1.4	1.5	1.5	1.3	1.4	1.4
When I interact on campus with students who are different from myself, it is through: my classes. (item92)																								
Santa Ana Campus	85	67	75	83	86	75	10	28	21	14	14	20	5	6	5	4	0	5	1.2	1.4	1.3	1.2	1.1	1.3
Orange Campus	67	72	84	90	70	85	33	20	16	8	10	12	0	8	0	2	20	3	1.3	1.4	1.2	1.1	1.5	1.2
Centennial Education Center	50	57	63	64	0	62	50	14	24	36	0	25	0	29	13	0	100	13	1.5	1.7	1.5	1.4	3.0	1.5
TOTAL	80	67	73	82	80	76	16	26	21	13	13	19	4	7	6	3	8	5	1.2	1.4	1.3	1.2	1.3	1.3
When I interact on campus with students who are different from myself, it is through: study groups in class. (item93)																								
Santa Ana Campus	50	49	51	58	56	52	19	36	28	24	33	30	31	15	21	18	11	18	1.8	1.7	1.7	1.6	1.6	1.7
Orange Campus	67	68	48	61	40	59	0	24	4	24	40	27	33	8	11	16	20	14	1.7	1.4	1.6	1.5	1.8	1.6
Centennial Education Center	0	29	41	27	100	38	23	0	37	27	0	33	67	71	22	46	0	30	2.7	2.4	1.8	2.2	1.0	1.9
TOTAL	46	50	48	58	53	52	18	34	32	24	34	30	36	16	20	18	13	18	1.9	1.7	1.7	1.6	1.6	1.7
When I interact on campus with students who are different from myself, it is through: study sessions outside of class. (item94)																								
Santa Ana Campus	33	32	30	32	42	32	27	38	27	23	16	26	40	30	43	45	39	39	2.1	2.0	2.1	2.1	2.0	2.1
Orange Campus	67	30	32	31	22	31	33	39	36	33	44	35	0	30	32	36	33	34	1.3	2.0	2.0	2.0	2.1	2.0
Centennial Education Center	100	17	12	42	0	19	0	17	32	17	0	28	0	67	55	42	100	54	1.0	2.5	2.4	2.0	3.0	2.4
TOTAL	45	32	26	32	36	31	25	37	29	26	25	30	30	31	45	42	39	39	1.9	2.0	2.2	2.1	2.0	2.1

	By Ethnicity																							
	Sometimes						Seldom						Never						Average					
	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total
When I interact on campus with students who are different from myself, it is through: social or recreational activities. (item95)																								
Santa Ana Campus	31	32	31	23	48	30	19	33	30	27	28	30	50	37	39	58	24	41	2.2	2.1	2.1	2.3	1.8	2.1
Orange Campus	33	39	26	22	20	26	0	22	37	26	40	27	67	39	37	52	40	48	2.3	2.0	2.1	2.3	2.2	2.2
Centennial Education Center	100	20	22	54	0	27	0	20	28	23	0	26	0	60	51	23	100	47	1.0	2.4	2.3	1.7	3.0	2.2
TOTAL	35	32	29	24	39	29	15	31	30	26	31	29	50	37	42	50	31	43	2.2	2.1	2.1	2.3	1.9	2.1
When I interact on campus with students who are different from myself, it is through: my campus job. (item96)																								
Santa Ana Campus	44	29	18	19	30	24	11	27	23	18	30	24	44	44	59	63	40	53	2.0	2.1	2.4	2.4	2.1	2.3
Orange Campus	100	32	18	10	0	16	0	16	18	18	33	19	0	53	64	71	67	65	1.0	2.2	2.5	2.6	2.7	2.5
Centennial Education Center	0	17	20	30	0	20	100	0	31	20	0	28	0	83	49	50	100	52	2.0	2.7	2.3	2.2	3.0	2.3
TOTAL	46	29	18	17	18	22	18	25	25	18	29	23	36	46	57	65	53	55	1.9	2.2	2.4	2.5	2.4	2.3
I have been treated rudely on campus by: instructors. (item97)																								
Santa Ana Campus	6	14	14	12	19	13	6	23	15	16	15	18	88	64	71	72	65	69	2.8	2.5	2.6	2.6	2.5	2.6
Orange Campus	100	25	11	9	0	12	0	17	18	18	30	18	0	58	71	74	70	70	1.0	2.3	2.6	2.6	2.7	2.6
Centennial Education Center	50	0	13	14	0	13	0	13	3	21	0	6	50	88	84	64	100	81	2.0	2.9	2.7	2.5	3.0	2.7
TOTAL	19	14	14	11	13	13	5	22	12	17	18	16	76	64	74	73	69	71	2.6	2.5	2.6	2.6	2.6	2.6
I have been treated rudely on campus by: students of my ethnic group. (item98)																								
Santa Ana Campus	0	11	13	7	4	10	12	17	11	16	15	14	88	73	76	77	81	76	2.9	2.6	2.6	2.7	2.8	2.7
Orange Campus	100	9	4	8	10	9	0	26	19	12	10	14	0	65	78	80	70	76	1.0	2.6	2.7	2.7	3.0	2.7
Centennial Education Center	0	0	8	14	0	8	0	13	12	29	0	14	100	88	81	57	100	79	3.0	2.9	2.7	2.4	3.0	2.7
TOTAL	10	10	11	8	5	9	10	17	12	15	13	14	81	73	77	77	80	76	2.7	2.6	2.7	2.7	2.8	2.7

	By Ethnicity																							
	Sometimes						Seldom						Never						Average					
	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total
I have been treated rudely on campus by: students of other ethnic groups. (item99)																								
Santa Ana Campus	6	16	14	13	23	14	12	25	14	18	27	19	82	60	71	69	50	67	2.8	2.4	2.6	2.6	2.3	2.5
Orange Campus	50	9	0	10	10	9	50	32	19	20	30	22	0	59	81	71	60	69	1.5	2.5	2.8	2.6	2.5	2.6
Centennial Education Center	0	0	7	20	0	7	33	13	12	20	0	13	67	88	82	60	100	79	2.7	2.9	2.8	2.4	3.0	2.7
TOTAL	9	14	11	12	18	13	18	25	14	19	26	19	73	61	75	69	56	68	2.6	2.5	2.6	2.6	2.4	2.6
I have been treated rudely on campus by: campus personnel. (item102)																								
Santa Ana Campus	12	14	19	11	4	14	6	17	7	12	17	12	82	69	75	7	78	74	2.7	2.5	2.6	2.7	2.7	2.6
Orange Campus	0	9	8	11	0	10	100	18	0	9	0	9	0	73	92	80	88	81	2.0	2.6	2.8	2.7	3.4	2.7
Centennial Education Center	0	0	8	13	0	8	50	0	4	13	0	6	50	100	88	73	100	86	2.5	3.0	2.8	2.6	3.0	2.8
TOTAL	10	13	15	11	3	13	15	17	6	11	12	11	75	70	80	78	82	77	2.7	2.6	2.6	2.7	2.9	2.6
I have seen or heard about campus events where: specific ethnic groups are portrayed positively. (item103)																								
Santa Ana Campus	69	31	49	54	44	45	13	41	34	18	35	31	19	26	18	29	22	25	1.5	2.0	1.7	1.8	1.8	1.8
Orange Campus	0	35	42	31	36	34	100	30	19	16	46	22	0	35	39	52	18	44	2.0	2.0	2.0	2.2	1.8	2.1
Centennial Education Center	0	0	21	50	50	25	0	30	26	17	0	25	100	50	53	33	50	51	3.0	2.5	2.3	1.8	2.0	2.3
TOTAL	58	30	42	46	42	41	16	40	31	17	36	29	26	30	27	37	22	31	1.7	2.0	1.8	1.9	1.8	1.9
I have seen or heard about campus events where: specific ethnic groups are portrayed negatively. (item104)																								
Santa Ana Campus	27	15	14	11	9	13	7	34	27	13	22	24	67	52	59	76	70	62	2.4	2.4	2.4	2.7	2.6	2.5
Orange Campus	0	15	4	4	10	6	0	35	24	17	20	21	100	50	72	80	70	74	3.0	2.4	2.7	2.8	2.6	2.7
Centennial Education Center	0	0	11	25	0	12	0	35	14	17	50	16	100	75	75	58	50	72	3.0	2.8	2.6	2.3	2.5	2.6
TOTAL	22	15	13	9	9	12	6	34	24	14	23	23	72	52	63	77	69	65	2.5	2.4	2.5	2.7	2.6	2.5

	By Ethnicity																		Average					
	Sometimes						Seldom						Never											
	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total
I have seen or heard about campus events where: campus personnel of my ethnic group. (item107)																								
Santa Ana Campus	0	18	11	8	19	12	13	24	17	8	11	16	87	58	72	84	70	72	2.9	2.4	2.6	2.8	2.5	2.6
Orange Campus	0	14	0	2	0	3	33	18	11	11	0	12	67	68	89	87	100	85	2.7	2.5	2.9	2.9	3.0	2.8
Centennial Education Center	0	0	3	33	-	8	0	20	12	13	-	13	100	80	85	53	-	80	3.0	2.8	2.8	2.2	-	2.7
TOTAL	0	17	8	7	14	10	16	23	15	9	8	15	84	60	77	84	78	75	2.8	2.4	2.7	2.8	2.6	2.7
I have seen or heard about racist behavior initiated by: campus personnel of other ethnic groups. (item108)																								
Santa Ana Campus	7	18	13	9	19	13	7	24	19	11	19	18	87	58	69	82	63	69	2.8	2.4	2.6	2.7	2.4	2.6
Orange Campus	0	5	8	3	0	4	33	29	12	11	0	13	67	67	81	86	100	83	2.7	2.6	2.7	2.8	3.0	2.8
Centennial Education Center	50	0	3	20	0	7	0	17	8	20	0	10	50	83	89	60	100	83	2.0	2.8	2.9	2.4	3.0	2.8
TOTAL	10	16	10	7	14	11	10	24	16	11	14	16	80	59	74	82	73	73	2.7	2.4	2.6	2.7	2.6	2.6
I have seen or heard about racist behavior initiated by: instructors of my ethnic group. (item109)																								
Santa Ana Campus	7	9	8	8	13	9	7	21	14	10	8	14	86	70	78	82	79	77	2.8	2.6	2.7	2.7	2.7	2.7
Orange Campus	0	5	0	0	0	0	33	24	19	11	22	15	67	71	81	88	78	84	2.7	2.7	2.8	2.9	2.8	2.8
Centennial Education Center	0	0	5	13	0	6	50	0	6	20	100	10	50	100	89	67	0	84	2.5	3.0	2.8	2.5	2.0	2.8
TOTAL	5	9	6	6	9	7	16	20	13	11	15	14	79	71	81	84	77	79	2.7	2.6	2.7	2.8	2.7	2.7
I have seen or heard about racist behavior initiated by: instructors of other ethnic groups. (item110)																								
Santa Ana Campus	13	14	10	9	8	11	7	21	14	10	8	14	86	70	78	82	79	77	2.8	2.6	2.7	2.7	2.7	2.7
Orange Campus	33	10	4	2	0	4	33	24	19	11	22	15	67	71	81	88	78	84	2.7	2.7	2.8	2.9	2.8	2.8
Centennial Education Center	50	0	3	13	-	6	50	0	6	20	100	10	50	100	89	67	0	84	2.5	3.0	2.8	2.5	2.0	2.8
TOTAL	20	13	8	7	6	9	16	20	13	11	15	14	79	71	81	84	77	79	2.7	2.6	2.7	2.8	2.7	2.7

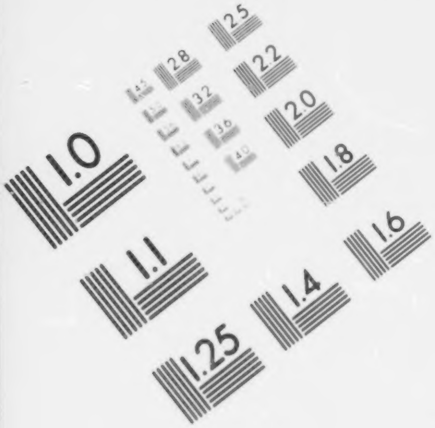
	By Ethnicity																							
	Sometimes						Seldom						Never						Average					
	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total
I have seen or heard about racist behavior initiated by: students of my ethnic group. (item111)																								
Santa Ana Campus	0	13	12	12	19	14	27	25	21	15	15	20	73	62	62	73	67	66	2.7	2.5	2.5	2.6	2.5	2.5
Orange Campus	33	14	4	4	0	6	33	23	15	18	25	19	33	64	81	79	75	76	2.0	2.5	2.8	2.7	2.8	2.7
Centennial Education Center	0	17	10	20	0	12	0	0	12	20	0	12	100	83	78	60	100	76	3.0	2.7	2.7	2.4	3.0	2.6
TOTAL	5	13	14	10	14	12	26	24	19	16	17	19	69	63	67	74	69	69	2.6	2.5	2.5	2.6	2.6	2.6
I have seen or heard about racist behavior initiated by: students of other ethnic groups. (item112)																								
Santa Ana Campus	7	17	20	15	29	18	20	28	22	17	14	22	73	55	58	69	57	67	2.7	2.4	2.4	2.5	2.3	2.4
Orange Campus	67	5	4	6	11	7	0	43	23	18	33	23	33	52	73	76	56	70	1.7	2.5	2.7	2.7	2.4	2.6
Centennial Education Center	50	17	8	25	100	13	0	0	15	31	0	17	50	83	77	44	0	70	2.0	2.7	2.7	2.2	1.0	2.6
TOTAL	20	16	16	12	26	15	15	29	21	18	18	22	65	55	64	70	55	64	1.5	2.4	2.5	2.6	2.3	2.5
I have seen or heard about racist behavior initiated by: campus student clubs. (item113)																								
Santa Ana Campus	0	13	11	9	25	11	13	25	17	15	13	18	88	82	72	77	64	71	2.9	2.5	2.6	2.7	2.4	2.6
Orange Campus	0	0	4	3	11	3	67	30	20	15	11	19	33	70	76	82	78	78	2.3	2.7	2.7	2.8	2.7	2.8
Centennial Education Center	0	0	2	20	-	5	50	0	16	13	-	16	50	100	82	67	-	80	2.5	3.0	2.8	2.5	-	2.8
TOTAL	0	11	8	7	21	9	24	25	17	15	12	18	76	64	75	78	67	73	2.8	2.5	2.7	2.7	2.5	2.6
I have seen or heard about racist attitudes displayed by: campus personnel of my ethnic group. (item114)																								
Santa Ana Campus	0	12	9	6	13	9	7	25	15	10	0	16	93	63	76	84	88	75	2.9	2.5	2.7	2.8	2.8	2.7
Orange Campus	0	17	0	3	0	4	0	26	16	11	0	13	100	57	84	86	100	82	3.0	2.4	2.8	2.8	3.0	2.8
Centennial Education Center	0	0	6	18	100	8	0	0	8	12	0	8	100	100	86	71	0	84	3.0	3.0	2.8	2.5	1.0	2.8
TOTAL	0	12	7	6	11	8	6	25	14	11	0	15	94	63	79	84	89	78	2.9	2.5	2.7	2.8	2.8	2.7

	By Ethnicity																							
	Sometimes						Seldom						Never						Average					
	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total
I have seen or heard about racist attitudes displayed by: campus personnel of other ethnic groups. (item115)																								
Santa Ana Campus	7	14	11	9	8	11	20	28	17	9	8	18	73	57	72	82	83	71	2.7	2.4	2.6	2.7	2.8	2.6
Orange Campus	0	13	4	3	0	4	50	30	16	11	13	15	50	57	80	86	88	80	2.5	2.4	2.8	2.8	2.9	2.8
Centennial Education Center	0	0	2	13	100	4	0	17	7	7	0	8	100	83	91	80	0	88	3.0	2.8	2.9	2.7	1.0	-
TOTAL	6	14	8	7	9	9	22	28	15	10	9	16	72	58	77	83	82	75	2.7	2.4	2.7	2.8	2.7	2.7
I have seen or heard about racist attitudes displayed by: instructors of my ethnic group. (item116)																								
Santa Ana Campus	7	7	6	7	4	7	7	21	15	12	0	15	87	71	79	82	96	78	2.8	2.6	2.7	2.7	2.9	2.7
Orange Campus	0	8	4	1	0	2	0	17	12	11	11	12	100	75	84	87	89	86	3.0	2.7	2.8	2.9	2.9	2.8
Centennial Education Center	0	0	1	13	100	4	0	0	8	19	0	10	100	100	90	69	0	86	3.0	3.0	2.9	2.6	1.0	2.8
TOTAL	5	7	5	5	6	6	5	20	13	12	3	14	90	73	82	83	91	81	2.9	2.7	2.8	2.8	2.8	2.8
I have seen or heard about racist attitudes displayed by: instructors of other ethnic groups. (item117)																								
Santa Ana Campus	7	14	10	9	13	11	20	24	17	12	17	18	73	62	73	79	71	71	2.7	2.5	2.6	2.7	2.6	2.6
Orange Campus	33	17	12	3	0	7	33	21	4	11	22	12	33	63	84	87	78	81	2.0	2.5	2.7	2.8	2.8	2.7
Centennial Education Center	0	0	0	13	100	3	0	0	6	7	0	6	100	100	94	80	0	91	3.0	3.0	2.9	2.7	1.0	2.9
TOTAL	11	14	8	7	12	9	21	23	13	11	18	15	69	63	79	82	71	75	2.6	2.5	2.7	2.7	2.6	2.7
I have seen or heard about racist attitudes displayed by: students of my ethnic group. (item118)																								
Santa Ana Campus	0	15	14	14	8	14	13	25	24	16	12	21	87	60	63	70	80	65	2.9	2.4	2.5	2.6	2.7	2.5
Orange Campus	33	8	8	11	0	10	33	33	13	16	33	19	33	58	79	72	67	70	2.0	2.5	2.7	2.6	2.7	2.6
Centennial Education Center	0	17	2	21	100	7	0	0	13	21	0	14	100	83	85	57	0	80	3.0	2.7	2.8	2.4	1.0	2.7
TOTAL	5	15	10	14	9	12	16	25	20	17	17	20	79	60	69	70	74	68	2.7	2.5	2.6	2.6	2.7	2.6

	By Ethnicity																							
	Sometimes						Seldom						Never						Average					
	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total
I have seen or heard about racist attitudes displayed by: students of other ethnic groups. (item119)																								
Santa Ana Campus	7	20	17	18	35	19	13	25	21	21	4	21	80	56	62	61	62	60	2.7	2.4	2.4	2.4	2.3	2.4
Orange Campus	100	8	8	11	13	12	0	46	24	18	38	24	0	46	68	71	50	65	1.0	2.4	2.6	2.6	2.4	2.5
Centennial Education Center	0	17	4	27	100	10	0	0	15	27	0	15	100	83	81	47	0	75	3.0	2.7	2.8	2.2	1.0	2.6
TOTAL	21	18	14	16	31	16	11	27	20	20	11	21	68	55	67	64	57	63	2.5	2.4	2.5	2.5	2.3	2.5
I have seen or heard about racist attitudes displayed by: campus student clubs. (item120)																								
Santa Ana Campus	0	13	9	13	22	12	6	23	19	9	0	16	94	63	72	78	78	72	2.9	2.5	2.6	2.6	2.6	2.6
Orange Campus	50	0	0	5	11	4	0	44	17	16	11	19	50	57	83	79	78	76	2.0	2.6	2.8	2.7	2.7	2.7
Centennial Education Center	0	0	0	21	100	5	0	17	14	7	0	13	100	83	86	71	0	83	3.0	2.8	2.9	2.5	1.0	2.8
TOTAL	5	11	6	11	21	10	5	26	18	11	3	17	90	63	76	78	76	74	2.8	2.5	2.7	2.7	2.5	2.6
I have seen on campus: books in library. (item128)																								
Santa Ana Campus	53	43	44	59	57	49	36	36	28	17	22	28	12	21	28	24	22	24	1.6	1.8	1.8	1.6	1.7	1.8
Orange Campus	100	48	39	67	78	60	0	26	21	12	0	15	0	26	39	22	22	26	1.0	1.8	2.0	1.6	1.4	1.7
Centennial Education Center	0	67	24	36	0	26	0	0	19	18	0	18	100	33	57	46	100	56	3.0	1.7	2.3	2.1	3.0	2.3
TOTAL	55	44	39	61	59	49	30	35	25	15	15	24	15	21	35	24	27	27	1.6	1.8	2.0	1.6	1.7	1.8
I have seen on campus: textbooks in the bookstore written from a variety of racial, ethnic or cultural viewpoints. (item129)																								
Santa Ana Campus	40	34	40	56	54	43	41	39	30	18	21	30	13	28	30	25	25	27	1.7	1.9	1.9	1.7	1.7	1.8
Orange Campus	100	48	23	63	63	55	0	30	27	13	13	18	0	22	50	24	25	27	1.0	1.7	2.3	1.6	1.6	1.7
Centennial Education Center	0	0	24	33	0	24	0	67	16	17	0	17	100	33	60	50	100	59	3.0	2.3	2.4	2.2	3.0	2.4
TOTAL	44	35	35	58	53	43	39	38	27	16	18	26	17	27	38	26	29	30	1.7	1.9	2.0	1.7	1.8	1.0

	By Ethnicity																							
	Sometimes						Seldom						Never						Average					
	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total
I have seen on campus: art reflecting various ethnic cultures. (item130)																								
Santa Ana Campus	60	40	49	69	48	50	27	38	22	15	20	25	13	22	29	22	32	25	1.5	1.8	1.8	1.6	1.8	1.7
Orange Campus	100	44	41	58	60	54	0	39	19	17	10	20	0	17	41	25	30	26	1.0	1.7	2.0	1.7	1.7	1.7
Centennial Education Center	0	25	27	39	0	28	0	25	23	31	0	23	100	50	50	31	100	49	3.0	2.3	2.2	2.0	3.0	2.2
TOTAL	63	40	43	60	49	49	21	38	22	16	16	24	16	22	35	23	35	27	1.5	1.8	1.9	1.6	1.9	1.8
I have seen on campus: negative graffiti about certain ethnic groups. (item133)																								
Santa Ana Campus	21	17	17	20	13	18	0	26	21	17	25	21	77	57	62	63	63	61	2.6	2.4	2.4	2.4	2.5	2.4
Orange Campus	67	33	12	18	10	20	0	17	8	10	40	12	33	50	81	72	50	69	1.7	2.2	2.7	2.5	2.4	2.5
Centennial Education Center	0	0	11	29	0	13	0	25	15	29	0	17	100	75	74	43	100	70	3.0	2.8	2.6	2.1	3.0	2.6
TOTAL	28	19	15	20	11	18	0	25	18	15	28	19	72	56	66	66	61	64	2.4	2.4	2.5	2.5	2.5	2.5
Campus activities in which I participated that have increased my sensitivity to other ethnic gorups are: informal discussions with others on campus. (item134)																								
Santa Ana Campus	50	35	28	40	24	34	17	46	32	23	29	34	33	20	39	37	47	32	1.8	1.9	2.1	2.0	2.2	2.0
Orange Campus	50	42	24	35	33	35	50	33	24	31	11	29	0	25	53	35	56	36	1.5	1.8	2.3	2.0	2.2	2.0
Centennial Education Center	0	33	12	46	0	19	0	33	40	18	100	36	100	33	49	36	0	46	3.0	2.0	2.4	1.9	2.0	2.3
TOTAL	47	35	25	38	26	33	20	44	33	26	26	34	33	21	42	36	48	34	1.9	1.9	2.2	2.0	2.2	2.0
Campus activities in which I participated that have increased my sensitivity to other ethnic groups are: orientation programs. (item135)																								
Santa Ana Campus	40	35	26	16	24	27	20	43	31	19	29	32	40	22	43	65	47	41	2.0	1.9	2.2	2.5	2.2	2.1
Orange Campus	0	57	17	12	0	21	100	38	28	27	33	30	0	5	56	62	67	49	2.0	1.5	2.4	2.5	2.7	2.3
Centennial Education Center	0	0	30	20	0	25	0	33	32	40	100	34	100	67	39	40	0	41	3.0	2.7	2.1	2.2	2.0	2.2
TOTAL	33	37	26	15	17	26	25	42	31	23	33	32	42	21	43	63	50	42	2.1	1.8	2.2	2.5	2.3	2.2

	By Ethnicity																		Average					
	Sometimes						Seldom						Never											
	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total
Campus activities in which I participated that have increased my sensitivity to other ethnic groups are: lectures. (item136)																								
Santa Ana Campus	40	42	35	30	18	35	30	41	33	23	35	33	30	18	32	48	47	32	1.9	1.8	2.0	2.2	2.3	2.0
Orange Campus	0	49	32	38	0	36	100	39	26	28	25	30	0	13	42	35	75	34	2.0	1.7	2.1	2.0	2.8	2.0
Centennial Education Center	0	33	26	36	0	27	0	0	45	27	100	40	100	67	30	36	0	33	3.0	2.3	2.0	2.0	2.0	2.1
TOTAL	33	42	33	33	12	35	33	40	35	25	35	33	33	18	32	43	54	32	2.0	1.8	2.0	2.1	2.4	2.0
Campus activities in which I participated that have increased my sensitivity to other ethnic groups are: workshops/forums/seminars. (item137)																								
Santa Ana Campus	38	27	28	16	20	24	25	41	28	22	27	31	38	32	44	63	53	45	2.0	2.1	2.2	2.5	2.3	2.2
Orange Campus	0	38	12	12	0	16	100	33	24	21	29	25	0	29	65	67	71	59	2.0	1.9	2.5	2.6	2.7	2.4
Centennial Education Center	0	50	12	30	0	18	0	0	32	40	100	32	100	50	56	30	0	51	3.0	2.0	2.4	2.0	2.0	2.3
TOTAL	30	28	24	15	13	22	30	40	28	22	30	30	40	32	48	63	57	48	2.1	2.0	2.2	2.5	2.4	2.3
Campus activities in which I participated that have increased my sensitivity to other ethnic groups are: courses. (item138)																								
Santa Ana Campus	55	47	43	41	22	43	18	36	33	26	33	32	27	18	24	33	44	25	1.7	1.7	1.8	1.9	2.2	1.8
Orange Campus	50	61	28	47	14	45	50	30	33	24	43	28	0	8	39	28	43	27	1.5	1.5	2.1	1.8	2.3	1.8
Centennial Education Center	0	20	27	27	0	25	0	40	35	46	100	37	100	40	39	27	0	37	3.0	2.2	2.1	2.0	2.0	2.1
TOTAL	50	47	39	43	19	42	21	35	34	27	39	32	29	17	28	31	42	26	1.8	1.7	1.9	1.9	2.2	1.8
Campus activities in which I participated that have increased my sensitivity to other ethnic groups are: special events (cutural celebrations, etc.) (item139)																								
Santa Ana Campus	50	35	36	25	33	33	30	43	30	23	28	33	20	23	34	52	39	35	1.7	1.9	2.0	2.3	2.1	2.0
Orange Campus	50	41	18	16	14	22	50	41	47	21	14	29	0	18	35	62	91	49	1.5	1.8	2.2	2.5	2.6	2.3
Centennial Education Center	0	0	24	20	0	22	0	33	24	30	100	27	100	67	51	50	0	52	3.0	2.7	2.3	2.3	2.0	2.3
TOTAL	46	35	32	22	27	30	31	42	30	23	27	32	23	23	38	55	46	38	1.8	1.9	2.1	2.3	2.2	2.1



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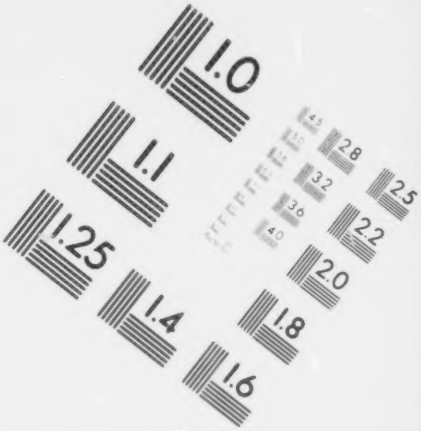

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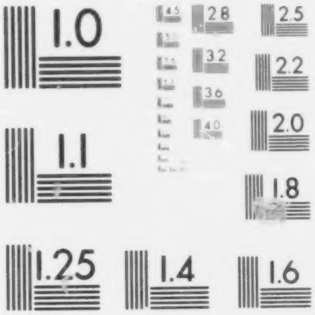
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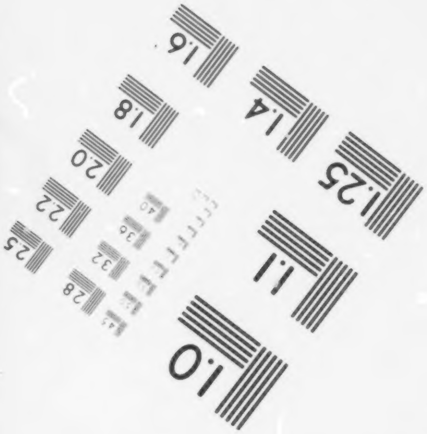

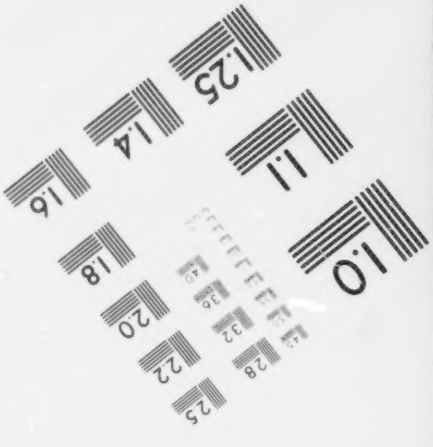

MANUFACTURED TO AIIM STANDARDS
BY APPLIED IMAGE, INC.

	By Ethnicity																		Average					
	Sometimes						Seldom						Never											
	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total
Campus activities in which I participated that have increased my sensitivity to other ethnic groups are: concerts. (item140)																								
Santa Ana Campus	33	30	21	14	29	23	22	34	30	22	22	29	44	36	49	64	50	50	2.1	2.1	2.3	2.5	2.2	2.2
Orange Campus	50	35	19	14	17	19	50	55	31	15	17	26	0	10	50	71	67	54	1.5	1.8	2.3	2.6	2.5	2.3
Centennial Education Center	0	0	18	18	0	16	0	33	25	27	100	27	100	67	58	55	0	57	3.0	2.7	2.4	2.4	2.0	2.4
TOTAL	33	30	20	14	24	22	25	37	29	20	24	29	42	33	51	66	52	50	2.1	2.0	2.3	2.5	2.3	2.3
Campus activities in which I participated that have increased my sensitivity to other ethnic groups are: others. (item141)																								
Santa Ana Campus	33	22	18	11	25	18	17	32	27	17	17	26	50	46	55	71	58	56	2.2	2.2	2.4	2.6	2.3	2.4
Orange Campus	0	25	0	9	33	12	100	33	20	9	0	16	0	42	80	83	67	72	2.0	2.2	2.8	2.7	2.3	2.6
Centennial Education Center	0	33	9	22	0	13	0	0	28	33	100	28	100	67	63	44	0	59	3.0	2.3	2.5	2.2	2.0	2.5
TOTAL	25	23	15	11	25	17	25	31	27	16	19	25	50	46	59	73	56	59	2.3	2.2	2.4	2.6	2.3	2.4
Campus people who have gone out of their way to assist me are primarily from: my ethnic group. (item150)																								
Santa Ana Campus	60	47	54	61	17	53	33	37	27	22	57	29	7	21	19	17	28	19	1.5	1.7	1.6	1.6	2.1	1.7
Orange Campus	67	46	50	68	0	58	33	36	25	16	38	22	0	18	25	16	63	20	1.3	1.7	1.8	1.5	2.6	1.6
Centennial Education Center	50	38	34	67	0	39	0	13	31	27	50	29	50	50	35	7	50	33	2.0	2.1	2.0	1.4	2.5	1.9
TOTAL	60	46	49	64	11	52	30	32	28	20	50	27	10	22	23	16	39	21	1.5	1.6	1.7	1.5	2.3	1.7
Campus people who have gone out of their way to assist me are primarily from: an ethnic group other than mine. (item151)																								
Santa Ana Campus	60	30	48	46	26	41	33	38	31	27	37	33	7	33	22	27	37	27	1.5	2.0	1.7	1.8	2.1	1.9
Orange Campus	67	27	30	41	13	36	0	36	35	31	38	32	33	36	35	28	50	32	1.7	2.1	2.1	1.9	2.4	2.0
Centennial Education Center	50	50	28	47	0	32	0	13	28	33	100	28	50	38	44	20	0	39	2.0	1.9	2.2	1.7	2.0	2.1
TOTAL	60	30	41	44	21	39	25	37	30	29	41	32	15	33	29	27	38	29	1.6	2.0	1.9	1.8	2.2	1.9

	By Ethnicity																		Average					
	Sometimes						Seldom						Never											
	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total
I see materials in campus media that increase my understanding of individuals based on: their ethnicity. (item154)																								
Santa Ana Campus	42	36	47	37	32	40	25	38	34	34	41	35	33	26	19	29	27	25	1.9	1.9	1.7	1.9	2.0	1.8
Orange Campus	67	48	20	35	30	35	33	35	40	32	40	34	0	17	40	33	30	31	1.3	1.7	2.2	2.0	2.0	2.0
Centennial Education Center	50	33	28	46	100	33	0	33	39	36	0	36	50	33	33	18	0	30	2.0	2.0	2.1	1.7	1.0	2.0
TOTAL	47	37	41	37	35	39	24	38	35	33	38	35	29	25	24	30	27	26	1.8	1.9	1.8	1.9	1.9	1.9

Equity Study Questionnaire Response Distributions
Student Questionnaire
Responses by Gender

	By Gender						Average		
	Strongly Agree/Agree			Disagree/Strongly Disagree					
	Male	Female	Total	Male	Female	Total	Male	Female	Total
The education of students should include course material that addresses the contributions of women and ethnic minorities to the field. (item27)									
Santa Ana Campus	69	86	78	31	14	23	2.2	1.9	2.1
Orange Campus	64	84	76	37	16	24	2.4	1.9	2.1
Centennial Education Center	85	77	82	15	23	19	1.9	2.0	1.9
TOTAL	71	84	78	29	16	22	2.2	1.9	2.1
More consideration should be given to the needs and interests of female students. (item29)									
Santa Ana Campus	51	68	59	49	33	41	2.5	2.2	2.3
Orange Campus	38	61	52	62	39	48	2.8	2.3	2.5
Centennial Education Center	52	46	49	48	54	51	2.5	2.5	2.5
TOTAL	49	64	57	51	36	43	2.6	2.2	2.4
Socially, RSC is as integrated as students want it to be. (item35)									
Santa Ana Campus	81	84	82	19	16	18	2.1	2.2	2.1
Orange Campus	81	91	87	19	9	13	2.0	1.9	2.0
Centennial Education Center	89	86	88	11	14	12	1.8	2.0	1.9
TOTAL	82	86	84	18	14	16	2.0	2.0	2.0
My instructors do not show any partiality to students on the basis of ethnicity or gender. (item37)									
Santa Ana Campus	75	71	73	25	25	27	2.1	2.1	2.1
Orange campus	85	90	88	15	10	12	1.8	1.8	1.8
Centennial Education Center	87	77	83	13	23	17	1.7	1.9	1.8
TOTAL	78	76	77	22	24	23	2.0	2.1	2.0

	By Gender						Average		
	Strongly Agree/Agree			Disagree/Strongly Disagree					
	Male	Female	Total	Male	Female	Total	Male	Female	Total
My instructors refer to contributions made by women and diverse persons in the field of study. (item38)									
Santa Ana Campus	59	63	61	41	37	39	2.4	2.3	2.3
Orange Campus	74	64	68	26	36	32	2.2	2.3	2.3
Centennial Education Center	67	75	71	33	25	30	2.2	2.2	2.2
TOTAL	63	64	64	38	36	37	2.3	2.3	2.3
RSC is sensitve to the needs of female students. (item40)									
Santa Ana Campus	74	71	73	26	29	27	2.2	2.2	2.2
Orange Campus	87	81	83	13	19	17	2.1	2.1	2.1
Centennial Education Center	76	88	81	25	12	19	2.1	2.0	2.0
TOTAL	76	75	76	24	25	24	2.2	2.2	2.2
My instructors incorporated into their classes: materials that acknowledge the contributions of women. (item47)									
Santa Ana Campus	66	62	64	35	38	36	2.4	2.3	2.3
Orange Campus	67	71	69	33	29	31	2.3	2.2	2.3
Centennial Education Center	54	46	73	28	27	27	2.2	2.1	2.1
TOTAL	67	65	66	34	35	34	2.3	2.3	2.3
Multiple viewpoints on issues of gender are discussed: in various departments throughout the campus. (item53)									
Santa Ana Campus	70	76	73	30	24	27	2.2	2.1	2.2
Orange Campus	64	78	72	36	23	29	2.4	2.2	2.2
Centennial Education Center	77	79	78	23	21	22	2.1	2.1	2.1
TOTAL	70	77	73	30	23	27	2.3	2.1	2.2
Mulitple viewpoints on issues of gender are discussed: only if introduced by students. (item54)									
Santa Ana Campus	53	48	50	48	52	50	2.5	2.6	2.5
Orange Campus	41	51	46	59	49	54	2.6	2.5	2.5
Centennial Education Center	47	59	51	53	41	49	2.6	2.3	2.5
TOTAL	50	50	50	50	50	50	2.5	2.5	2.5

	By Gender						Average		
	Strongly Agree/Agree			Disagree/Strongly Disagree					
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Multiple viewpoints on issues of gender are discussed: with reluctance by instructors and students. (item55)									
Santa Ana Campus	42	42	42	58	58	58	2.6	2.6	2.6
Orange Campus	43	27	34	57	74	66	2.6	2.8	2.7
Centennial Education Center	58	61	59	42	39	41	2.5	2.4	2.5
TOTAL	45	41	43	55	60	57	2.6	2.6	2.6
Multiple viewpoints on issues of gender are discussed: with enthusiasm by instructors and students. (item56)									
Santa Ana Campus	70	77	74	30	23	27	2.2	2.1	2.2
Orange Campus	54	69	62	46	31	38	2.5	2.2	2.3
Centennial Education Center	71	79	74	29	21	26	2.2	2.0	2.1
TOTAL	68	76	71	33	25	29	2.3	2.1	2.2
The opportunities are available to me on this campus to receive campus assistance when I am discriminated against because of my race, ethnicity, or sex. (under "ethnicity" also) (item59)									
Santa Ana Campus	67	71	69	33	29	31	2.2	2.1	2.2
Orange Campus	71	66	68	29	34	32	2.2	2.3	2.2
Centennial Education Center	69	85	75	31	15	25	2.1	1.8	2.0
TOTAL	68	72	70	32	28	30	2.2	2.1	2.2

	By Gender									Average		
	Important			Somewhat Important			Not Important					
Please indicate the extent to which each is important to you with respect to the college that you attend:	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total

Presence of women faculty and staff. (item62)												
Santa Ana Campus	54	62	58	26	26	26	20	13	16	2.6	2.2	2.4
Orange Campus	47	61	56	25	21	22	29	18	22	2.8	2.3	2.5
Centennial Education Center	62	57	60	18	20	19	21	24	22	2.5	2.5	2.5
TOTAL	54	61	58	25	24	25	21	15	18	2.6	2.2	2.4
Women's studies program. (item66)												
Santa Ana Campus	46	62	54	30	25	27	25	13	19	2.8	2.2	2.5
Orange Campus	41	60	53	36	22	27	23	18	20	2.8	2.3	2.5
Centennial Education Center	65	67	66	20	16	18	15	16	16	2.3	2.1	2.2
TOTAL	48	62	55	29	24	26	23	14	19	2.7	2.3	2.4
Availability of child care services. (also under "age") (item69)												
Santa Ana Campus	62	70	66	22	19	20	16	12	14	2.3	2.1	2.2
Orange Campus	55	70	65	17	13	15	28	17	21	2.5	2.0	2.2
Centennial Education Center	70	91	79	12	6	9	18	4	12	2.2	1.4	1.8
TOTAL	62	72	67	20	16	18	18	12	15	2.3	2.0	2.1
Leadership roles for female students in student government organizations. (item74)												
Santa Ana Campus	54	63	58	26	25	26	20	13	16	2.5	2.2	2.4
Orange Campus	52	62	58	18	24	22	30	13	20	2.7	2.2	2.4
Centennial Education Center	61	73	66	20	19	18	20	12	16	2.4	2.0	2.2
TOTAL	55	63	59	24	24	24	21	13	17	2.6	2.2	2.3

	By Gender									Average		
	Sometimes			Seldom			Never					
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
My instructors appear to be sensitive to the needs of students: of my sex. (item85)												
Santa Ana Campus	42	48	45	29	21	25	29	30	30	1.9	1.8	1.8
Orange Campus	51	65	60	34	20	25	2	0	1	1.7	1.5	1.6
Centennial Education Center	42	41	41	31	30	31	27	30	28	1.9	1.9	1.9
TOTAL	43	52	48	30	22	26	26	27	27	1.8	1.7	1.8

	By Gender									Average		
	Sometimes			Seldom			Never					
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
I have been treated rudely on campus by: students of my sex. (item100)												
Santa Ana Campus	9	12	10	19	12	16	72	76	74	2.6	2.6	2.6
Orange Campus	12	6	9	20	12	15	66	82	76	2.6	2.8	2.7
Centennial Education Center	7	13	9	7	9	8	87	78	83	2.8	2.6	2.7
TOTAL	9	10	10	17	12	15	74	78	76	2.7	2.7	2.7
I have been treated rudely on campus by: students of my opposite sex. (item101)												
Santa Ana Campus	8	9	8	17	13	15	76	78	77	2.7	2.7	2.7
Orange Campus	9	8	20	13	15	69	79	75	-	2.7	2.7	2.7
Centennial Education Center	8	9	8	5	23	13	87	68	79	2.8	2.6	2.7
TOTAL	8	9	8	16	14	15	76	77	77	2.7	2.7	2.7
I have seen or heard about campus events where: women in general are portrayed positively. (item105)												
Santa Ana Campus	36	34	35	32	31	31	32	36	34	2.0	2.0	2.0
Orange Campus	38	28	32	27	21	24	35	51	44	2.0	2.2	2.1
Centennial Education Center	27	15	22	23	27	24	50	59	54	2.2	2.4	2.3
TOTAL	35	31	33	30	28	29	35	41	38	2.0	2.1	2.0
I have seen or heard about campus events where: women in general are portrayed negatively. (item106)												
Santa Ana Campus	12	8	10	27	22	25	62	69	65	2.5	2.6	2.6
Orange Campus	9	3	6	29	19	23	62	77	71	2.5	2.7	2.7
Centennial Education Center	17	16	16	17	26	21	67	58	63	2.5	2.4	2.5
TOTAL	12	8	10	26	22	24	62	70	66	2.5	2.6	2.6

	By Gender									Average		
	Sometimes			Seldom			Never					
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
I have seen or heard about sexist behavior initiated by: campus personnel of my sex. (item121)												
Santa Ana Campus	10	7	9	11	14	12	80	79	79	2.7	2.7	2.7
Orange Campus	14	2	6	11	7	9	75	91	85	2.6	2.9	2.8
Centennial Education Center	3	3	3	7	8	7	90	90	90	2.9	2.9	2.9
TOTAL	10	6	8	10	12	11	80	83	82	2.7	2.8	2.7
I have seen or heard about sexist behavior initiated by: campus personnel of my opposite sex. (item122)												
Santa Ana Campus	7	7	7	13	15	14	80	79	79	2.7	2.7	2.7
Orange Campus	11	8	9	8	7	8	81	84	83	2.7	2.8	2.7
Centennial Education Center	2	2	2	10	7	9	88	90	89	2.9	2.9	2.9
TOTAL	7	7	7	12	12	12	81	81	81	2.7	2.7	2.7
I have seen or heard about sexist behavior initiated by: instructors of my sex. (item123)												
Santa Ana Campus	8	5	7	10	12	11	82	83	82	2.7	2.8	2.8
Orange Campus	6	2	4	25	5	12	69	94	84	2.6	2.9	2.8
Centennial Education Center	2	2	2	7	5	6	91	93	92	2.9	2.9	2.9
TOTAL	7	4	5	12	10	11	81	86	84	2.7	2.8	2.8
I have seen or heard about sexist behavior initiated by: instructors of my opposite sex. (item124)												
Santa Ana Campus	6	11	9	11	14	12	83	75	79	2.8	2.6	2.7
Orange Campus	5	8	7	15	11	12	81	81	81	2.8	2.7	2.7
Centennial Education Center	3	0	2	5	5	5	91	95	93	2.9	3.0	2.9
TOTAL	6	9	8	11	12	12	84	78	81	2.8	2.7	2.7

	By Gender									Average		
	Sometimes			Seldom			Never					
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
I have seen or heard about sexist behavior initiated by: students of my sex. (item125)												
Santa Ana Campus	14	8	11	15	15	15	71	77	74	2.6	2.7	2.6
Orange Campus	16	8	11	21	13	16	63	79	73	2.5	2.7	2.6
Centennial Education Center	5	0	3	13	14	13	82	86	84	2.8	2.9	2.8
TOTAL	13	7	10	16	15	15	71	78	75	2.6	2.7	2.6
I have seen or heard about sexist behavior initiated by: students of my opposite sex. (item126)												
Santa Ana Campus	12	12	12	16	23	19	73	65	69	2.6	2.5	2.6
Orange Campus	12	16	14	15	11	16	73	68	70	2.6	2.5	2.6
Centennial Education Center	2	2	2	15	12	13	84	86	85	2.8	2.8	2.8
TOTAL	11	12	11	15	20	18	74	68	71	2.6	2.6	2.6
I have seen or heard about sexist behavior initiated by: campus student clubs. (item127)												
Santa Ana Campus	7	8	7	10	12	11	84	81	82	2.8	2.7	2.8
Orange Campus	2	3	3	13	8	10	85	89	88	2.8	2.9	2.9
Centennial Education Center	2	0	1	11	7	10	87	93	89	2.8	2.9	2.9
TOTAL	6	6	6	10	10	10	84	84	84	2.8	2.8	2.8
I have seen on campus: negative graffiti about women. (item131)												
Santa Ana Campus	13	11	12	20	20	20	67	70	68	2.5	2.6	2.6
Orange Campus	18	7	11	19	11	14	63	82	75	2.5	2.8	2.6
Centennial Education Center	15	6	11	13	17	14	73	78	75	2.6	2.7	2.6
TOTAL	14	9	12	19	17	18	67	73	70	2.5	2.6	2.6
I have seen on campus: negative graffiti about men. (item132)												
Santa Ana Campus	14	8	11	22	21	22	64	71	67	2.5	2.6	2.6
Orange Campus	19	6	11	15	9	11	66	86	79	2.5	2.8	2.7
Centennial Education Center	12	6	10	12	11	12	76	83	79	2.6	2.8	2.7
TOTAL	14	7	11	20	17	19	66	76	71	2.5	2.7	2.6

	By Gender									Average		
	Sometimes			Seldom			Never					
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Campus activities in which I participated that have increased my sensitivity to women's issues are: informal discussions with others on campus. (item142)												
Santa Ana Campus	23	32	28	31	32	32	46	36	41	2.2	2.0	2.1
Orange Campus	28	32	30	29	34	32	43	34	38	2.2	2.0	2.1
Centennial Education Center	25	23	24	22	27	24	53	50	52	2.3	2.3	2.3
TOTAL	24	31	28	30	32	31	46	37	41	2.2	2.1	2.1
Campus activities in which I participated that have increased my sensitivity to women's issues are: orientation programs. (item143)												
Santa Ana Campus	15	29	22	28	24	26	57	48	52	2.4	2.2	2.3
Orange Campus	15	24	20	23	22	22	63	54	58	2.5	2.3	2.4
Centennial Education Center	16	31	22	38	23	31	47	46	47	2.3	2.2	2.2
TOTAL	15	28	22	28	23	26	57	49	53	2.4	2.2	2.3
Campus activities in which I participated that have increased my sensitivity to women's issues are: lectures. (item144)												
Santa Ana Campus	19	36	27	32	28	30	50	36	43	2.3	2.0	2.2
Orange Campus	25	29	27	33	32	32	43	39	41	2.2	2.1	2.1
Centennial Education Center	21	19	20	29	39	33	50	42	47	2.3	2.2	2.3
TOTAL	20	33	27	32	30	31	49	37	43	2.3	2.0	2.2
Campus activities in which I participated that have increased my sensitivity to women's issues are: workshops/forums/seminars. (item145)												
Santa Ana Campus	13	24	18	26	25	25	61	52	56	2.5	2.3	2.4
Orange Campus	11	16	14	18	27	23	71	56	63	2.6	2.4	2.5
Centennial Education Center	18	28	22	27	24	26	55	48	50	2.4	2.2	2.3
TOTAL	14	23	18	25	25	25	62	52	57	2.5	2.3	2.4

	By Gender									Average		
	Sometimes			Seldom			Never					
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Campus activities in which I participated that have increased my sensitivity to women's issues are: courses. (item146)												
Santa Ana Campus	19	37	28	31	28	29	50	35	43	2.3	2.0	2.1
Orange Campus	31	39	36	26	26	26	43	35	38	2.1	2.0	2.0
Centennial Education Center	24	17	21	29	38	32	47	46	47	2.2	2.3	2.3
TOTAL	21	36	29	30	28	29	49	36	42	2.3	2.0	2.1
Campus activities in which I participated that have increased my sensitivity to women's issues are: special events (cultural celebrations, etc.) (item147)												
Santa Ana Campus	17	26	21	30	30	30	54	44	49	2.4	2.2	2.3
Orange Campus	13	15	14	24	25	25	62	59	61	2.5	2.4	2.5
Centennial Education Center	24	26	25	24	22	23	53	52	53	2.3	2.3	2.3
TOTAL	17	24	20	28	28	28	55	48	51	2.4	2.2	2.3
Campus activities in which I participated that have increased my sensitivity to women's issues are: concerts. (item148)												
Santa Ana Campus	13	16	15	28	24	26	59	60	60	2.5	2.4	2.4
Orange Campus	15	14	15	24	18	21	61	68	65	2.5	2.5	2.5
Centennial Education Center	22	21	21	22	29	25	56	50	54	2.3	2.3	2.3
TOTAL	15	16	15	26	23	25	59	61	60	2.4	2.4	2.4
Campus activities in which I participated that have increased my sensitivity to women's issues are: others. (item149)												
Santa Ana Campus	12	13	12	25	20	23	63	67	65	2.5	2.5	2.5
Orange Campus	9	3	6	27	9	18	65	88	77	2.6	2.9	2.7
Centennial Education Center	11	15	13	22	20	21	67	65	66	2.6	2.5	2.5
TOTAL	11	12	11	25	18	22	64	71	67	2.5	2.6	2.6

	By Gender									Average		
	Sometimes			Seldom			Never					
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Campus people who have gone out of their way to assist me are primarily from: my sex. (item152)												
Santa Ana Campus	40	56	48	53	26	31	25	18	21	1.9	1.6	1.7
Orange Campus	44	57	53	39	16	24	17	27	23	1.7	1.7	1.7
Centennial Education Center	24	34	28	29	29	29	47	37	43	2.2	2.0	2.1
TOTAL	38	54	47	35	24	29	27	21	24	1.9	1.7	1.8
Campus people who have gone out of their way to assist me are primarily from: my opposite sex. (item153)												
Santa Ana Campus	41	50	46	34	29	31	26	20	23	1.8	1.7	1.8
Orange Campus	44	60	52	35	22	27	20	18	19	1.8	1.6	1.6
Centennial Education Center	41	34	38	28	21	25	32	45	37	1.9	2.1	2.0
TOTAL	42	51	46	33	27	30	26	22	24	1.8	1.7	1.8
I see materials in campus media that increase my understanding of individuals based on: their sex. (item155)												
Santa Ana Campus	31	36	33	38	36	37	31	28	30	2.0	1.9	2.0
Orange Campus	26	26	26	31	37	35	43	37	39	2.2	2.1	2.1
Centennial Education Center	20	32	25	50	12	35	30	56	40	2.1	2.2	2.2
TOTAL	29	34	31	39	34	36	33	32	32	2.0	2.0	2.0

Equity Study Questionnaire Response Distributions
Faculty Questionnaire
Responses by Ethnicity

	By Ethnicity																		Average					
	Frequently						Occasionally/Seldom						Never											
	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total
My relationship with other staff members is generally: based upon a common set of professional interests. (item8a)																								
Santa Ana Campus	100	75	100	83	100	86	0	25	0	17	0	15	-	-	-	-	-	-	1.0	1.3	1.0	1.2	1.0	1.1
Orange Campus	-	100	100	67	100	78	-	0	0	33	0	22	-	-	-	-	-	-	-	1.0	1.0	1.3	1.0	1.2
Centennial Education Center	-	-	100	100	-	100	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1.0	1.0	-	1.0
Adult Learning Center	100	-	-	100	-	100	-	-	-	-	-	-	-	-	-	-	-	-	1.0	-	-	1.0	-	1.0
TOTAL	100	80	100	83	100	86	0	20	0	17	0	14	-	-	-	-	-	-	1.0	1.2	1.0	1.2	1.0	1.1
My relationship with other staff members is generally: job-related only. (item8b)																								
Santa Ana Campus	100	75	60	48	100	55	0	25	20	48	0	40	0	0	20	5	0	6	1.0	1.3	1.6	1.5	1.0	1.5
Orange Campus	-	100	0	29	100	40	-	0	100	71	0	60	-	-	-	-	-	-	-	1.0	2.0	1.8	1.0	1.7
Centennial Education Center	-	-	100	60	-	67	-	-	0	40	-	33	-	-	-	-	-	-	-	-	1.0	1.4	-	1.3
Adult Learning Center	100	-	-	0	-	50	0	-	-	100	-	50	-	-	-	-	-	-	1.0	-	-	2.0	-	1.5
TOTAL	100	80	57	46	100	53	0	20	29	51	0	43	0	0	14	4	0	4	1.0	1.2	1.6	1.6	1.0	1.5
My relationship with other staff members is generally: includes personal acquaintanceships. (item8c)																								
Santa Ana Campus	0	25	60	33	0	33	100	50	40	64	0	62	0	25	0	2	100	6	2.0	2.0	1.4	1.7	3.0	1.7
Orange Campus	-	0	100	33	0	33	-	100	0	67	100	67	-	-	-	-	-	-	-	2.0	1.0	1.7	2.0	1.6
Centennial Education Center	-	-	100	40	-	50	-	-	0	60	-	50	-	-	-	-	-	-	-	-	1.0	1.6	-	1.5
Adult Learning Center	-	-	-	-	-	-	100	-	-	100	-	100	-	-	-	-	-	-	2.0	-	-	2.0	-	2.0
TOTAL	0	20	71	33	0	33	100	60	29	65	50	63	0	20	0	2	50	4	2.0	2.0	1.3	1.7	2.5	1.7

	By Ethnicity																		Average					
	Frequently						Occasionally/Seldom						Never											
	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total
My relationship with other staff members is generally: conducive to social interaction on-campus. (item8d)																								
Santa Ana Campus	33	25	40	36	0	35	33	75	40	64	0	60	33	0	20	0	100	6	2.0	1.8	1.8	1.6	3.0	1.7
Orange Campus	-	0	100	42	0	40	-	100	0	57	100	60	-	-	-	-	-	-	-	2.0	1.0	1.6	2.0	1.6
Centennial Education Center	-	-	100	60	-	67	-	-	0	40	-	33	-	-	-	-	-	-	-	-	1.0	1.4	-	1.3
Adult Learning Center	-	-	-	-	-	-	-	-	-	100	-	100	-	-	-	-	-	-	-	-	-	2.0	-	2.0
TOTAL	33	20	57	38	0	38	33	80	29	62	50	58	33	0	14	0	50	4	2.0	1.8	1.5	1.6	2.5	1.6
My relationship with other staff members is generally: conducive to social interaction off-campus. (item8e)																								
Santa Ana Campus	33	0	20	8	0	9	0	75	60	70	0	64	67	25	20	23	100	26	2.3	2.3	2.0	2.2	3.0	2.2
Orange Campus	-	0	100	0	0	10	-	100	0	71	0	60	0	0	0	29	100	30	-	2.0	1.0	2.3	3.0	2.1
Centennial Education Center	-	-	0	20	-	17	-	-	100	80	-	83	-	-	-	-	-	-	-	-	2.0	1.8	-	1.8
Adult Learning Center	-	-	-	-	-	-	100	-	-	100	-	100	-	-	-	-	-	-	2.0	-	-	2.0	-	2.0
TOTAL	25	0	29	8	0	10	25	80	57	72	0	66	50	20	14	21	100	24	2.3	2.2	1.8	2.1	3.0	2.1
My relationship with other staff members is generally: uncomfortable with those of other ethnic groups. (item8f)																								
Santa Ana Campus	33	0	0	0	0	2	33	0	0	8	0	8	33	100	100	93	100	91	2.0	3.0	3.0	2.9	3.0	2.9
Orange Campus	-	-	-	-	-	-	-	-	-	-	-	-	0	100	100	100	100	100	-	3.0	3.0	3.0	3.0	3.0
Centennial Education Center	-	-	-	-	-	-	-	-	0	20	-	17	-	-	100	80	-	83	-	-	3.0	2.8	-	2.8
Adult Learning Center	-	-	-	-	-	-	-	-	-	-	-	-	100	-	-	100	-	100	3.0	-	-	3.0	-	3.0
TOTAL	25	0	0	0	0	1	25	0	0	8	0	7	50	100	100	93	100	92	2.3	3.0	3.0	2.9	3.0	2.9

	By Ethnicity																		Average					
	Frequently						Occasionally/Seldom						Never											
	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total
My relationship with other staff members is generally: comfortable with those of my ethnic group. (item8i)																								
Santa Ana Campus	100	100	100	86	100	89	0	0	0	10	0	7	0	0	0	5	0	4	1.0	1.0	1.0	1.2	1.0	1.1
Orange Campus	-	100	100	100	100	100	-	-	-	-	-	-	-	-	-	-	-	-	-	1.0	1.0	1.0	1.0	1.0
Centennial Education Center	-	-	100	80	-	83	-	-	0	20	-	17	-	-	-	-	-	-	-	-	1.0	1.2	-	1.2
Adult Learning Center	100	-	-	100	-	100	-	-	-	-	-	-	-	-	-	-	-	-	1.0	-	-	1.0	-	1.0
TOTAL	100	100	100	87	100	90	0	0	0	90	0	7	0	0	0	4	0	3	1.0	1.0	1.0	1.2	1.0	1.1
I am treated rudely at RSC by: faculty, staff or administrators of my ethnic group. (item9a)																								
Santa Ana Campus	-	-	-	-	-	-	0	0	0	21	0	16	100	100	100	79	100	84	3.0	3.0	3.0	2.8	3.0	2.8
Orange Campus	-	-	-	-	-	-	-	0	0	14	0	10	-	100	100	86	100	90	-	3.0	2.5	2.9	3.0	2.8
Centennial Education Center	-	-	-	-	-	-	-	-	0	25	-	20	-	-	100	75	-	80	-	-	3.0	2.8	-	2.8
Adult Learning Center	-	-	-	-	-	-	-	-	-	-	-	-	100	-	-	100	-	100	3.0	-	-	3.0	-	3.0
TOTAL	-	-	-	-	-	-	0	0	0	20	0	15	100	100	100	80	100	85	3.0	3.0	2.9	2.8	3.0	2.8
I am treated rudely at RSC by: faculty, staff or administrators of other ethnic groups. (item9b)																								
Santa Ana Campus	67	0	0	0	0	4	0	25	0	23	0	20	33	75	100	77	100	77	1.7	2.8	3.0	2.8	3.0	2.7
Orange Campus	-	-	-	-	-	-	-	100	100	14	0	30	-	0	0	86	100	70	-	2.0	2.0	2.9	3.0	2.7
Centennial Education Center	-	-	-	-	-	-	-	-	0	60	-	50	-	-	100	40	-	50	-	-	3.0	2.4	-	2.5
Adult Learning Center	-	-	-	-	-	-	-	-	-	-	-	-	100	-	-	100	-	100	3.0	-	-	3.0	-	3.0
TOTAL	50	0	0	0	0	3	0	40	14	25	0	23	50	60	86	75	100	74	2.7	2.6	2.8	2.8	3.0	2.7
I am treated rudely at RSC by: faculty, staff or administrators of all ethnic groups. (item9c)																								
Santa Ana Campus	-	-	-	-	-	-	67	25	0	24	0	24	33	75	100	76	100	76	2.3	2.8	3.0	2.8	3.0	2.8
Orange Campus	-	-	-	-	-	-	-	100	100	14	0	30	-	0	0	86	100	70	-	2.0	2.0	2.9	3.0	2.7
Centennial Education Center	-	-	-	-	-	-	-	-	-	0	60	-	50	-	100	40	-	50	-	-	3.0	2.4	-	2.5
Adult Learning Center	-	-	-	-	-	-	-	-	-	-	-	-	100	-	-	100	-	100	3.0	-	-	3.0	-	3.0
TOTAL	-	-	-	-	-	-	50	40	14	26	0	26	50	60	86	75	100	74	2.5	2.6	2.8	2.7	3.0	2.7

	By Ethnicity																							
	Frequently						Occasionally/Seldom						Never						Average					
	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total
I am treated rudely at RSC by: students. (item9g)																								
Santa Ana Campus	-	-	-	-	-	-	0	50	0	30	0	27	100	50	100	70	100	73	3.0	2.5	3.0	2.7	3.0	2.7
Orange Campus	-	-	-	-	-	-	-	100	0	14	0	20	-	0	100	86	100	80	-	2.0	2.5	2.9	3.0	2.8
Centennial Education Center	-	-	-	-	-	-	-	-	0	20	-	17	-	-	100	80	-	83	-	-	3.0	2.8	-	2.8
Adult Learning Center	-	-	-	-	-	-	-	-	-	-	-	-	100	-	-	100	-	100	3.0	-	-	3.0	-	3.0
TOTAL	-	-	-	-	-	-	0	60	0	27	0	24	100	40	100	73	100	76	3.0	2.4	2.9	2.7	3.0	2.7
I am treated rudely at RSC by: people from the community surrounding the campus. (item9h)																								
Santa Ana Campus	-	-	-	-	-	-	33	25	0	18	0	18	67	75	100	82	100	82	2.7	2.8	3.0	2.8	3.0	2.8
Orange Campus	-	-	-	-	-	-	-	100	0	14	0	20	-	0	100	86	100	80	-	2.0	3.0	2.9	3.0	2.8
Centennial Education Center	-	-	-	-	-	-	-	-	0	20	-	17	-	-	100	80	-	83	-	-	3.0	2.8	-	2.8
Adult Learning Center	-	-	-	-	-	-	-	-	-	-	-	-	100	-	-	100	-	100	3.0	-	-	3.0	-	3.0
TOTAL	-	-	-	-	-	-	25	40	0	17	0	17	75	60	100	83	100	83	2.8	2.6	3.0	2.8	3.0	2.8
I am treated rudely at RSC by: other. (item9i)																								
Santa Ana Campus	-	-	-	-	-	-	0	18	-	-	-	18	100	80	-	-	-	82	-	-	3.0	2.8	-	2.8
Orange Campus	-	0	100	0	0	33	-	-	-	-	-	-	-	0	0	100	0	67	-	-	1.0	3.0	-	2.5
Centennial Education Center	-	-	-	-	-	-	-	-	-	100	-	100	-	-	-	-	-	-	-	-	-	2.0	-	2.0
Adult Learning Center	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TOTAL	-	-	100	0	0	7	-	-	0	23	-	20	-	-	50	77	-	73	-	-	2.0	2.8	-	2.7
I collaborate professionally with faculty and/or staff of: my ethnic group. (item10a)																								
Santa Ana Campus	33	25	100	81	0	74	67	50	0	14	0	19	0	25	0	5	100	7	1.7	2.0	1.0	1.2	3.0	1.3
Orange Campus	-	0	100	75	100	73	-	100	0	25	0	27	-	-	-	-	-	-	-	2.0	1.0	1.2	1.0	1.2
Centennial Education Center	-	-	100	80	-	83	-	-	0	20	-	17	-	-	-	-	-	-	-	-	1.0	1.2	-	1.2
Adult Learning Center	100	-	-	100	-	100	-	-	-	-	-	-	-	-	-	-	-	-	1.0	-	-	1.0	-	1.0
TOTAL	50	20	100	81	50	75	50	60	0	16	0	19	0	20	0	4	50	6	1.5	2.0	1.0	1.2	2.0	1.3

	By Ethnicity																							
	Frequently						Occasionally/Seldom						Never						Average					
	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total
I collaborate professionally with faculty and/or staff of: other ethnic groups. (item10b)																								
Santa Ana Campus	33	50	100	74	100	73	67	25	0	21	0	21	0	25	0	5	0	5	1.7	1.8	1.0	1.3	1.0	1.3
Orange Campus	-	100	100	63	100	73	-	0	0	38	0	27	-	-	-	-	-	-	-	1.0	1.0	1.3	1.0	1.2
Centennial Education Center	-	-	100	100	-	100	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1.0	1.0	-	1.0
Adult Learning Center	100	-	-	100	-	100	-	-	-	-	-	-	-	-	-	-	-	-	1.0	-	-	1.0	-	1.0
TOTAL	50	60	100	75	100	76	50	20	0	21	0	20	0	20	0	4	0	4	1.5	1.6	1.0	1.3	1.0	1.3
I interact socially with faculty and/or staff of: my ethnic group. (item11a)																								
Santa Ana Campus	33	0	100	42	0	42	67	75	0	59	0	55	0	25	0	0	100	4	1.7	2.3	1.0	1.6	3.0	1.6
Orange Campus	-	0	100	63	0	55	-	100	0	25	0	27	-	0	0	13	100	18	-	2.0	1.0	1.4	3.0	1.5
Centennial Education Center	-	-	100	40	-	50	-	-	0	60	-	50	-	-	-	-	-	-	-	-	1.0	1.6	-	1.5
Adult Learning Center	100	-	-	100	-	100	-	-	-	-	-	-	-	-	-	-	-	-	1.0	-	-	1.0	-	1.0
TOTAL	50	0	100	46	0	46	50	80	0	53	0	49	0	20	0	2	100	6	1.6	2.2	1.0	1.6	3.0	1.6
I interact socially with faculty and/or staff of: other ethnic groups. (item11b)																								
Santa Ana Campus	0	50	100	29	0	35	67	50	0	71	0	61	33	0	0	0	100	4	2.3	1.5	1.0	1.7	3.0	1.7
Orange Campus	-	100	100	50	0	55	-	0	0	38	0	27	-	0	0	13	100	18	-	1.0	1.0	1.6	3.0	1.5
Centennial Education Center	-	-	100	40	-	50	-	-	0	60	-	50	-	-	-	-	-	-	-	-	1.0	1.6	-	1.5
Adult Learning Center	0	-	-	100	-	50	100	-	-	0	-	50	-	-	-	-	-	-	2.0	-	-	1.0	-	1.5
TOTAL	0	60	100	35	0	40	75	40	0	64	0	55	25	0	0	2	100	6	2.3	1.4	1.0	1.7	3.0	1.6
Faculty and staff on this campus generally act as though they are: aware of the importance of enrolling students from underrepresented. (item12a)																								
Santa Ana Campus	33	50	20	76	100	67	67	50	80	24	0	33	-	-	-	-	-	-	1.7	1.5	1.8	1.2	1.0	1.3
Orange Campus	-	100	100	71	-	78	-	0	0	29	-	22	-	-	-	-	-	-	-	1.0	1.5	1.4	-	1.4
Centennial Education Center	-	-	0	80	-	67	-	-	100	20	-	33	-	-	-	-	-	-	-	-	2.0	1.2	-	1.3
Adult Learning Center	0	-	-	100	-	50	100	-	-	0	-	50	-	-	-	-	-	-	2.0	-	-	1.0	-	1.5
TOTAL	25	60	29	76	100	68	75	40	71	24	0	32	-	-	-	-	-	-	1.8	1.4	1.8	1.3	1.0	1.3

	By Ethnicity																		Average					
	Frequently						Occasionally/Seldom						Never											
	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total
Faculty and staff on this campus generally act as though they are: aware of the difficulties that students from specific ethnic groups may face in succeeding in college. (item12b)																								
Santa Ana Campus	33	75	20	71	100	65	67	25	80	29	0	35	-	-	-	-	-	-	1.7	1.3	1.8	1.3	1.0	1.3
Orange Campus	-	0	0	71	-	56	-	100	100	29	-	44	-	-	-	-	-	-	-	2.0	2.0	1.4	-	1.5
Centennial Education Center	-	-	0	60	-	50	-	-	100	40	-	50	-	-	-	-	-	-	-	-	2.0	1.4	-	1.5
Adult Learning Center	0	-	-	100	-	50	100	-	-	0	-	50	-	-	-	-	-	-	2.0	-	-	1.0	-	1.5
TOTAL	25	60	14	70	100	62	75	40	86	30	0	38	-	-	-	-	-	-	1.8	1.4	1.9	1.3	1.0	1.4
Faculty and staff on this campus generally act as though they are: resentful of efforts to develop a student body that represents all ethnic groups. (item12c)																								
Santa Ana Campus	33	0	0	8	0	8	33	33	80	61	0	58	33	67	20	32	100	34	2.0	2.7	2.2	2.2	3.0	2.2
Orange Campus	-	-	-	-	-	-	-	100	100	29	-	44	-	0	0	71	-	56	-	2.0	1.5	2.5	-	2.3
Centennial Education Center	-	-	100	40	-	50	-	-	0	60	-	50	-	-	-	-	-	-	-	-	2.0	2.6	-	2.5
Adult Learning Center	-	-	-	-	-	-	-	-	-	100	-	100	-	-	-	-	-	-	-	-	-	2.0	-	2.0
TOTAL	33	0	0	6	0	6	33	50	86	55	0	56	33	50	14	39	100	38	2.0	2.5	2.0	2.3	3.0	2.3
Faculty and staff on this campus generally act as though they are: willing, when appropriate, to incorporate racial, ethnic, and gender perspectives into their courses. (item12d)																								
Santa Ana Campus	33	50	0	56	-	49	33	50	100	44	-	49	33	0	0	0	-	2	2.0	1.5	2.0	1.4	-	1.5
Orange Campus	-	0	0	86	-	67	-	100	100	14	-	33	-	-	-	-	-	-	-	2.0	2.0	1.3	-	1.5
Centennial Education Center	-	-	0	60	-	50	-	-	100	40	-	50	-	-	-	-	-	-	-	-	2.0	1.4	-	1.5
Adult Learning Center	-	-	-	100	-	100	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1.0	-	1.0
TOTAL	33	33	0	61	-	53	33	67	100	39	-	46	33	0	0	0	-	2	2.0	1.7	2.0	1.4	-	1.5

	By Ethnicity																							
	Frequently						Occasionally/Seldom						Never						Average					
	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total
Faculty and staff on this campus generally act as though they are: willing to mentor students from the underrepresented groups. (item12a)																								
Santa Ana Campus	33	50	40	60	-	56	67	50	60	40	-	44	-	-	-	-	-	-	1.7	1.5	1.6	1.4	-	1.4
Orange Campus	-	0	-	71	-	63	-	100	-	29	-	38	-	-	-	-	-	-	-	2.0	1.0	1.4	-	1.4
Centennial Education Center	-	-	0	60	-	50	-	-	100	40	-	50	-	-	-	-	-	-	-	-	2.0	1.4	-	1.5
Adult Learning Center	-	-	-	100	-	100	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1.0	-	1.0
TOTAL	33	33	33	62	-	57	67	67	67	38	-	43	-	-	-	-	-	-	1.7	1.7	1.6	1.4	-	1.4
Students that I interact with on this campus generally behave as though they are: pleased with developing a student body that represented all ethnic groups. (item13a)																								
Santa Ana Campus	67	100	80	59	-	64	33	0	20	41	-	36	-	-	-	-	-	-	1.3	1.0	1.2	1.4	-	1.3
Orange Campus	-	100	0	100	100	89	-	0	100	0	0	11	-	-	-	-	-	-	-	1.0	1.5	1.1	1.0	1.2
Centennial Education Center	-	-	0	75	-	60	-	-	100	25	-	40	-	-	-	-	-	-	-	-	2.0	1.3	-	1.4
Adult Learning Center	0	-	-	100	-	50	100	-	-	0	-	50	-	-	-	-	-	-	2.0	-	-	1.0	-	1.5
TOTAL	50	100	57	67	100	67	50	0	43	33	0	33	-	-	-	-	-	-	1.5	1.0	1.4	1.3	1.0	1.3
Students that I interact with on this campus generally behave as though they are: resentful of efforts to develop a student body that represented all ethnic groups. (item13b)																								
Santa Ana Campus	33	33	0	3	-	7	33	33	40	72	-	63	33	33	60	25	-	30	2.0	2.0	2.6	2.2	-	2.3
Orange Campus	-	100	0	0	0	11	-	0	100	33	0	33	-	0	0	67	100	56	-	1.0	1.5	2.6	3.0	2.3
Centennial Education Center	-	-	0	25	-	20	-	-	100	25	-	40	-	-	0	50	-	40	-	-	2.0	2.3	-	2.2
Adult Learning Center	-	-	-	-	-	-	100	-	-	0	-	50	0	-	-	100	-	50	2.0	-	-	3.0	-	2.5
TOTAL	25	50	0	5	0	9	50	25	57	61	0	56	25	25	43	35	100	36	2.0	1.8	2.3	2.3	3.0	2.3

	By Ethnicity																		Average					
	Frequently						Occasionally/Seldom						Never											
	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total
Students that I interact with on this campus generally behave as though they are: aware of the importance of educating students from all ethnic groups. (item 13c)																								
Santa Ana Campus	33	100	100	58	-	63	67	0	0	33	-	30	0	0	0	8	-	7	1.7	1.0	1.0	1.5	-	1.4
Orange Campus	-	100	100	67	100	78	-	0	0	33	0	22	-	-	-	-	-	-	-	1.0	1.0	1.4	1.0	1.3
Centennial Education Center	-	-	0	100	-	80	-	-	100	0	-	20	-	-	-	-	-	-	-	-	2.0	1.0	-	1.2
Adult Learning Center	-	-	-	100	-	100	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1.0	-	1.0
TOTAL	33	100	86	64	100	67	67	0	14	30	0	28	0	0	0	6	0	5	1.7	1.0	1.1	1.4	1.0	1.4
Students that I interact with on this campus generally behave as though they are: aware of the difficulties that students from underrepresented groups may face in succeeding in college. (item13d)																								
Santa Ana Campus	33	67	80	35	-	42	67	33	20	57	-	52	0	0	0	8	-	6	1.7	1.3	1.2	1.7	-	1.6
Orange Campus	-	0	0	33	100	33	-	100	100	50	0	56	-	0	0	17	0	11	-	2.0	1.5	1.9	1.0	1.7
Centennial Education Center	-	-	0	50	-	40	-	-	100	50	-	60	-	-	-	-	-	-	-	-	2.0	1.5	-	1.6
Adult Learning Center	-	-	-	100	-	100	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1.0	-	1.0
TOTAL	33	50	57	38	100	41	67	50	43	54	0	52	0	0	0	8	0	6	1.7	1.5	1.4	1.7	1.0	1.6
Students that I interact with on this campus generally behave as though they are: supportive of students from underrepresented groups. (item13e)																								
Santa Ana Campus	33	50	100	51	-	55	67	50	0	49	-	45	-	-	-	-	-	-	1.7	1.5	1.0	1.5	-	1.4
Orange Campus	-	100	0	50	100	56	-	0	100	50	0	44	-	-	-	-	-	-	-	1.0	1.5	1.6	1.0	1.5
Centennial Education Center	-	-	0	50	-	40	-	-	100	50	-	60	-	-	-	-	-	-	-	-	2.0	1.5	-	1.6
Adult Learning Center	-	-	-	100	-	100	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1.0	-	1.0
TOTAL	33	67	71	52	100	55	67	33	29	48	0	45	-	-	-	-	-	-	1.7	1.3	1.3	1.5	1.0	1.4

	By Ethnicity																		Average					
	Frequently						Occasionally/Seldom						Never											
	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total
Faculty and staff regard campus programs for students from backgrounds traditionally underrepresented in higher education as: critical to the institution's mission. (item14a)																								
Santa Ana Campus	33	67	25	51	-	49	67	33	75	49	-	51	-	-	-	-	-	-	1.7	1.3	1.8	1.5	-	1.5
Orange Campus	-	0	0	86	-	67	-	100	100	14	-	33	-	-	-	-	-	-	-	2.0	2.0	1.3	-	1.5
Centennial Education Center	-	-	100	60	-	67	-	-	0	40	-	33	-	-	-	-	-	-	-	-	1.0	1.4	-	1.3
Adult Learning Center	-	-	-	-	-	-	100	-	-	100	-	100	-	-	-	-	-	-	2.0	-	-	2.0	-	2.0
TOTAL	25	50	33	56	-	52	75	50	67	44	-	49	-	-	-	-	-	-	1.8	1.5	1.7	1.4	-	1.5
Faculty and staff regard campus programs for students from backgrounds traditionally underrepresented in higher education as: effective educationally. (item14b)																								
Santa Ana Campus	0	50	25	32	-	30	100	50	75	68	-	70	-	-	-	-	-	-	2.0	1.5	1.8	1.7	-	1.7
Orange Campus	-	100	0	71	-	67	-	0	100	14	-	22	-	0	0	14	-	11	-	1.0	2.0	1.5	-	1.5
Centennial Education Center	-	-	100	60	-	67	-	-	0	40	-	33	-	-	-	-	-	-	-	-	1.0	1.4	-	1.3
Adult Learning Center	-	-	-	-	-	-	100	-	-	100	-	100	-	-	-	-	-	-	-	-	-	2.0	-	2.0
TOTAL	0	67	33	39	-	38	100	33	67	59	-	61	-	0	0	100	-	2	2.0	1.3	1.7	1.6	-	1.6
Faculty and staff regard campus programs for students from backgrounds traditionally underrepresented in higher education as: a drain on institutional resources. (item14c)																								
Santa Ana Campus	67	0	50	13	-	18	33	67	25	64	-	59	0	33	25	23	-	22	1.3	2.3	1.8	2.1	-	2.0
Orange Campus	-	100	0	0	-	11	-	0	100	43	-	44	-	0	0	57	-	44	-	1.0	1.5	2.4	-	2.1
Centennial Education Center	-	-	100	20	-	33	-	-	0	60	-	50	-	-	0	20	-	17	-	-	1.0	2.0	-	1.8
Adult Learning Center	-	-	-	100	-	100	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1.0	-	1.0
TOTAL	67	25	50	14	-	20	33	50	33	60	-	55	0	25	17	27	-	25	1.3	2.0	1.6	2.1	-	2.0

	By Ethnicity																		Average					
	Frequently						Occasionally/Seldom						Never											
	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total
Faculty and staff regard campus programs for students from backgrounds traditionally underrepresented in higher education as: a stigma on the institution's prestige. (item14d)																								
Santa Ana Campus	67	0	0	5	-	9	33	0	100	54	-	53	0	100	0	41	-	38	1.3	3.0	2.0	2.3	-	2.3
Orange Campus	-	-	-	-	-	-	-	100	100	0	-	22	-	0	0	100	-	78	-	2.0	1.5	3.0	-	2.6
Centennial Education Center	-	-	-	-	-	-	-	-	100	20	-	33	-	-	0	80	-	67	-	-	2.0	2.8	-	2.7
Adult Learning Center	-	-	-	-	-	-	-	-	-	-	-	-	100	-	-	100	-	100	3.0	-	-	3.0	-	3.0
TOTAL	50	0	0	4	-	6	25	25	100	42	-	45	25	75	0	54	-	48	1.8	2.8	1.9	2.5	-	2.4
I have seen or heard about campus events where specific ethnic groups are portrayed negatively. (item15a)																								
Santa Ana Campus	0	0	0	3	0	2	33	0	20	11	0	12	67	100	80	87	100	86	2.7	3.0	2.8	2.8	3.0	2.8
Orange Campus	-	-	-	-	-	-	-	100	0	0	0	9	-	100	100	100	-	91	-	2.0	3.0	2.8	3.0	2.8
Centennial Education Center	-	-	-	-	-	-	-	-	100	40	-	50	-	-	0	60	-	50	-	-	2.0	2.6	-	2.5
Adult Learning Center	-	-	-	-	-	-	-	-	-	-	-	-	100	-	-	100	-	100	3.0	-	-	3.0	-	3.0
TOTAL	0	0	0	2	0	1	25	25	29	11	0	15	75	75	71	87	100	84	2.8	2.8	2.8	2.8	3.0	2.8
I have seen or heard about campus events where disabled individuals in general are portrayed negatively. (item15d)																								
Santa Ana Campus	33	0	0	0	0	2	0	0	20	10	0	10	67	100	80	90	100	88	2.3	3.0	2.8	2.9	3.0	2.9
Orange Campus	-	-	-	-	-	-	-	100	0	0	0	9	-	0	100	100	100	91	-	2.0	3.0	2.8	3.0	2.8
Centennial Education Center	-	-	-	-	-	-	-	-	0	20	-	17	-	-	100	80	-	83	-	-	3.0	2.8	-	2.8
Adult Learning Center	-	-	-	-	-	-	100	-	-	0	-	50	0	-	-	100	-	50	2.0	-	-	3.0	-	2.5
TOTAL	25	0	0	0	0	1	25	25	14	9	0	11	50	75	86	91	100	87	2.3	2.8	2.9	2.9	3.0	2.8

	By Ethnicity																							
	Frequently						Occasionally/Seldom						Never						Average					
	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total
I have seen or heard about racist behavior initiated by: ethnic minority support personnel. (item16a)																								
Santa Ana Campus	-	-	-	-	-	-	0	0	20	18	0	16	100	100	80	82	100	84	3.0	3.0	2.8	2.8	3.0	2.8
Orange Campus	-	-	-	-	-	-	-	100	100	13	0	27	-	0	0	88	100	73	-	2.0	1.5	2.8	3.0	2.5
Centennial Education Center	-	-	-	-	-	-	-	-	100	75	-	80	-	-	0	25	-	20	-	-	2.0	2.3	-	2.2
Adult Learning Center	-	-	-	-	-	-	-	-	-	-	-	-	100	-	-	100	-	100	3.0	-	-	3.0	-	3.0
TOTAL	-	-	-	-	-	-	0	20	43	22	0	22	100	80	57	78	100	78	3.0	2.8	2.4	2.8	3.0	2.7
I have seen or heard about racist behavior initiated by: non-ethnic minority support personnel. (item16b)																								
Santa Ana Campus	-	-	-	-	-	-	50	0	20	18	0	18	50	100	80	82	100	82	2.5	3.0	2.8	2.8	3.0	2.8
Orange Campus	-	0	100	0	0	9	-	100	0	0	0	9	-	0	0	100	100	82	-	2.0	1.0	2.9	3.0	2.5
Centennial Education Center	-	-	-	-	-	-	-	-	100	50	-	60	-	-	0	50	-	40	-	-	2.0	2.5	-	2.4
Adult Learning Center	-	-	-	-	-	-	100	-	-	0	-	50	0	-	-	100	-	50	2.0	-	-	3.0	-	2.5
TOTAL	0	0	14	0	0	2	67	20	29	18	0	21	33	80	57	82	100	78	2.3	2.8	2.3	2.8	3.0	2.7
I have seen or heard about racist behavior initiated by: ethnic minority faculty. (item16c)																								
Santa Ana Campus	0	0	20	3	0	4	50	0	20	20	0	19	50	100	60	78	100	77	2.5	3.0	2.4	2.8	3.0	2.7
Orange Campus	-	-	-	-	-	-	-	100	0	13	0	18	-	0	100	88	100	82	-	2.0	2.0	2.8	3.0	2.6
Centennial Education Center	-	-	-	-	-	-	-	-	100	75	-	80	-	-	0	25	-	20	-	-	2.0	2.3	-	2.2
Adult Learning Center	-	-	-	-	-	-	-	-	-	-	-	-	100	-	-	100	-	100	3.0	-	-	3.0	-	3.0
TOTAL	0	0	14	2	0	3	33	20	29	23	0	23	67	80	57	76	100	74	2.7	2.8	2.3	2.7	3.0	2.7
I have seen or heard about racist behavior initiated by: non-ethnic minority faculty. (item16d)																								
Santa Ana Campus	50	0	40	3	0	8	0	25	40	28	0	28	50	75	20	69	100	65	2.0	2.8	1.8	2.7	3.0	2.6
Orange Campus	-	-	-	-	-	-	-	100	100	13	0	27	-	0	0	88	100	73	-	2.0	1.5	2.7	3.0	2.5
Centennial Education Center	-	-	100	0	-	20	-	-	0	50	-	40	-	-	0	50	-	40	-	-	1.0	2.5	-	2.2
Adult Learning Center	-	-	-	-	-	-	100	-	-	0	-	50	0	-	-	100	-	50	2.0	-	-	3.0	-	2.5
TOTAL	33	0	43	2	0	7	33	40	43	27	0	29	33	60	14	71	100	64	2.0	2.6	1.6	2.6	3.0	2.5

	By Ethnicity																		Average					
	Frequently						Occasionally/Seldom						Never											
	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total
have seen or heard about racist behavior nitiated by: ethnic minority students. (item16e)																								
Santa Ana Campus	50	0	0	3	0	4	0	0	40	33	0	29	50	100	60	64	100	67	2.0	3.0	2.6	2.6	3.0	2.6
Orange Campus	-	-	-	-	-	-	-	100	100	0	0	18	-	0	0	100	100	82	-	2.0	1.5	2.9	3.0	2.6
Centennial Education Center	-	-	-	-	-	-	-	-	100	75	-	80	-	-	0	25	-	20	-	-	2.0	2.3	-	2.2
Adult Learning Center	-	-	-	-	-	-	-	-	-	-	-	-	100	-	-	100	-	100	3.0	-	-	3.0	-	3.0
TOTAL	33	0	0	2	0	3	0	20	57	31	0	30	67	80	43	67	100	67	3.0	2.8	2.3	2.6	3.0	2.6
have seen or heard about racist behavior nitiated by: non-ethnic minority students. (item16f)																								
Santa Ana Campus	50	0	0	3	0	4	0	50	60	39	0	39	50	50	40	59	100	57	2.0	2.5	2.4	2.6	3.0	2.5
Orange Campus	-	0	100	0	0	9	-	100	0	0	0	9	-	0	0	100	100	82	-	2.0	1.0	2.9	3.0	2.5
Centennial Education Center	-	-	100	0	-	20	-	-	0	75	-	60	-	-	0	25	-	20	-	-	1.0	2.3	-	2.0
Adult Learning Center	-	-	-	-	-	-	100	-	-	0	-	50	0	-	-	100	-	50	2.0	-	-	3.0	-	2.5
TOTAL	33	0	29	2	0	6	33	60	43	35	0	36	33	40	29	64	100	58	2.0	2.4	1.9	2.6	3.0	2.5
have seen or heard about racist behavior nitiated by: people from the community urrounding the campus. (item16g)																								
Santa Ana Campus	0	0	20	3	-	5	0	0	20	27	-	24	100	100	60	70	-	71	3.0	3.0	2.4	2.6	-	2.7
Orange Campus	-	0	100	0	0	9	-	100	0	13	0	18	-	0	0	88	100	73	-	2.0	1.0	2.9	3.0	2.5
Centennial Education Center	-	-	0	25	-	20	-	-	0	75	-	60	-	-	100	0	-	20	-	-	3.0	1.8	-	2.0
Adult Learning Center	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	100	-	100	-	-	-	3.0	-	3.0
TOTAL	0	0	29	4	0	7	0	33	14	28	0	25	100	67	57	67	100	68	3.0	2.7	2.1	2.6	3.0	2.6
have seen on this campus: books in the library written from a variety of racial, ethnic, or cultural viewpoints. (item18a)																								
Santa Ana Campus	100	50	100	60	100	68	0	0	0	30	0	23	0	50	0	10	0	10	1.0	2.0	1.0	1.5	1.0	1.4
Orange Campus	-	100	100	50	-	63	-	0	0	50	-	38	-	-	-	-	-	-	-	1.0	1.0	1.4	-	1.3
Centennial Education Center	-	-	100	40	-	50	-	-	0	40	-	33	-	-	0	20	-	17	-	-	1.0	1.8	-	1.7
Adult Learning Center	0	-	-	100	-	50	100	-	-	0	-	50	-	-	-	-	-	-	2.0	-	-	1.0	-	1.5
TOTAL	75	67	100	57	100	64	25	0	0	33	0	27	0	33	0	10	0	19	1.3	1.7	1.0	1.5	1.0	1.4

	By Ethnicity																							
	Frequently						Occasionally/Seldom						Never						Average					
	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total
I have seen on this campus: textbooks in the bookstore written from a variety of racial, ethnic, or cultural viewpoints. (item18b)																								
Santa Ana Campus	33	50	75	50	100	53	67	0	25	33	0	33	0	50	0	17	0	15	1.7	2.0	1.3	1.6	1.0	1.6
Orange Campus	-	100	0	75	-	67	-	0	100	25	-	33	-	-	-	-	-	-	-	1.0	2.0	1.2	-	1.4
Centennial Education Center	-	-	0	80	-	67	-	-	100	20	-	33	-	-	-	-	-	-	-	-	2.0	1.2	-	1.3
Adult Learning Center	0	-	-	100	-	50	100	-	-	0	-	50	-	-	-	-	-	-	2.0	-	-	1.0	-	1.5
TOTAL	25	67	50	58	100	56	75	0	50	30	0	33	0	33	0	13	0	11	1.8	1.7	1.6	1.5	1.0	1.5
I have seen on this campus: art reflecting various ethnic cultures. (item18c)																								
Santa Ana Campus	67	75	75	66	100	68	33	25	25	31	0	30	0	0	0	3	0	2	1.3	1.3	1.3	1.4	1.0	1.3
Orange Campus	-	0	100	83	100	78	-	100	0	17	0	22	-	-	-	-	-	-	-	2.0	1.0	1.1	1.0	1.2
Centennial Education Center	-	-	100	100	-	100	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1.0	1.0	-	1.0
Adult Learning Center	0	-	-	100	-	50	100	-	-	0	-	50	-	-	-	-	-	-	2.0	-	-	1.0	-	1.5
TOTAL	50	60	83	72	100	72	50	40	17	26	0	27	0	0	0	2	0	2	1.5	1.4	1.1	1.3	1.0	1.3
I have seen on this campus: negative graffiti about certain ethnic groups. (item18e)																								
Santa Ana Campus	0	0	0	6	100	6	33	0	40	37	0	34	67	100	60	57	0	60	2.7	3.0	2.8	2.5	1.0	2.5
Orange Campus	-	-	-	-	-	-	-	100	0	38	100	46	-	0	100	63	0	55	-	2.0	3.0	2.6	2.0	2.5
Centennial Education Center	-	-	-	-	-	-	-	-	100	60	-	67	-	-	0	40	-	33	-	-	2.0	2.4	-	2.3
Adult Learning Center	-	-	-	-	-	-	100	-	-	100	-	100	-	-	-	-	-	-	2.0	-	-	2.0	-	2.0
TOTAL	0	0	0	4	50	5	50	25	43	41	50	41	50	75	57	55	0	55	2.5	2.8	2.6	2.5	1.5	2.5
I see materials in campus media that increases my understanding of individuals based on: their ethnicity. (item19a)																								
Santa Ana Campus	0	25	33	44	-	39	67	25	67	53	-	52	33	50	0	3	-	9	2.3	2.3	1.7	1.6	-	1.7
Orange Campus	-	0	0	43	0	30	-	100	100	57	100	70	-	-	-	-	-	-	-	2.0	2.0	1.6	2.0	1.8
Centennial Education Center	-	-	0	50	-	40	-	-	100	50	-	60	-	-	-	-	-	-	-	-	2.0	1.5	-	1.6
Adult Learning Center	-	-	-	-	-	-	-	-	-	-	-	-	100	-	-	-	-	100	3.0	-	-	-	-	3.0
TOTAL	0	20	20	45	0	37	50	40	80	53	100	55	50	40	0	2	0	8	2.5	2.2	1.8	1.6	2.0	1.7

	By Ethnicity																		Average					
	Frequently						Occasionally/Seldom						Never											
	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total
I see materials in campus media that increases my understanding of individuals based on: their disability. (item19c)																								
Santa Ana Campus	0	0	33	43	-	37	67	0	33	51	-	49	33	100	33	6	-	14	2.3	3.0	2.0	1.6	-	1.8
Orange Campus	-	0	0	43	0	30	-	100	100	57	100	70	-	-	-	-	-	-	-	2.0	2.0	1.6	2.0	1.8
Centennial Education Center	-	-	0	25	-	20	-	-	100	75	-	80	-	-	-	-	-	-	-	-	2.0	1.8	-	1.8
Adult Learning Center	-	-	-	-	-	-	100	-	-	-	-	100	-	-	-	-	-	-	2.0	-	-	-	-	2.0
TOTAL	0	0	20	41	0	34	75	33	60	54	100	56	25	67	20	4	0	10	2.3	2.7	2.0	1.6	2.0	1.8
I see materials in campus media that increases my understanding of individuals based on: their academic preparation or lack of preparation for college. (item19d)																								
Santa Ana Campus	0	0	33	35	-	31	100	50	67	47	-	52	0	50	0	18	-	17	2.0	2.5	1.7	1.9	-	1.9
Orange Campus	-	0	0	43	0	30	-	100	100	43	100	60	-	0	0	14	0	10	-	2.0	2.0	1.8	2.0	1.8
Centennial Education Center	-	-	0	50	-	40	-	-	100	50	-	60	-	-	-	-	-	-	-	-	2.0	1.5	-	1.6
Adult Learning Center	-	-	-	-	-	-	100	-	-	-	-	100	-	-	-	-	-	-	2.0	-	-	-	-	2.0
TOTAL	0	0	20	38	0	31	100	67	80	47	100	55	0	33	0	16	0	14	2.0	2.3	1.8	1.8	2.0	1.9
I see materials in campus media in which individuals are stereotyped based on: their ethnicity. (item20a)																								
Santa Ana Campus	0	0	33	0	0	2	33	25	0	16	0	16	67	75	67	84	100	81	2.7	2.8	2.3	2.8	3.0	2.8
Orange Campus	-	-	-	-	-	-	-	100	0	13	100	27	-	0	100	88	0	73	-	2.0	2.5	2.7	2.0	2.5
Centennial Education Center	-	-	-	-	-	-	-	-	100	50	-	60	-	-	0	50	-	40	-	-	2.0	2.5	-	2.4
Adult Learning Center	-	-	-	-	-	-	-	-	-	-	-	-	100	-	-	100	-	100	3.0	-	-	3.0	-	3.0
TOTAL	0	0	20	0	0	2	25	40	20	18	50	21	75	60	60	82	50	77	2.8	2.6	2.3	2.8	2.5	2.7

	By Ethnicity																							
	Frequently						Occasionally/Seldom						Never						Average					
	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total
I see materials in campus media in which individuals are stereotyped based on: their disability. (item20c)																								
Santa Ana Campus	0	0	33	0	0	2	0	25	0	16	0	14	100	75	67	84	100	84	3.0	2.8	2.3	2.8	3.0	2.8
Orange Campus	-	-	-	-	-	-	-	100	0	13	100	27	-	0	100	88	0	73	-	2.0	2.5	2.7	2.0	2.5
Centennial Education Center	-	-	-	-	-	-	-	-	0	25	-	20	-	-	100	75	-	80	-	-	3.0	2.8	-	2.5
Adult Learning Center	-	-	-	-	-	-	-	-	-	-	-	-	100	-	-	100	-	100	3.0	-	-	3.0	-	3.0
TOTAL	0	0	20	0	0	2	0	40	0	16	50	16	100	60	80	84	50	82	3.0	2.6	2.5	2.8	2.5	2.8
I see materials in campus media in which individuals are stereotyped based on: their academic preparation or lack of preparation. (item20d)																								
Santa Ana Campus	33	0	33	0	0	5	0	25	0	38	0	30	67	75	67	63	100	65	2.3	2.8	2.3	2.6	3.0	2.6
Orange Campus	-	-	-	-	-	-	-	100	0	13	100	27	-	0	100	88	0	73	-	2.0	2.5	2.7	2.0	2.5
Centennial Education Center	-	-	-	-	-	-	-	-	0	50	-	40	-	-	100	50	-	60	-	-	3.0	2.5	-	2.6
Adult Learning Center	-	-	-	-	-	-	100	-	-	0	-	50	0	-	-	100	-	50	2.0	-	-	3.0	-	2.5
TOTAL	25	0	20	0	0	3	25	40	0	33	50	31	50	60	80	67	50	66	2.3	2.6	2.5	2.6	2.5	2.6
Administrators on this campus act as though they are: aware of the importance of educating students from all ethnic groups. (item21a)																								
Santa Ana Campus	0	75	80	92	100	85	67	25	20	8	0	14	33	0	0	0	0	2	2.3	1.3	1.2	1.1	1.0	1.2
Orange Campus	-	100	0	100	100	91	-	0	100	0	0	9	-	-	-	-	-	-	-	1.0	1.5	1.1	1.0	1.2
Centennial Education Center	-	-	100	60	-	67	-	-	0	40	-	33	-	-	-	-	-	-	-	-	1.0	1.4	-	1.3
Adult Learning Center	0	-	-	100	-	50	100	-	-	0	-	50	-	-	-	-	-	-	2.0	-	-	1.0	-	1.5
TOTAL	0	80	71	91	100	83	75	20	29	9	0	16	25	0	0	0	0	1	2.3	1.2	1.3	1.1	1.0	1.2

	By Ethnicity																		Average					
	Frequently						Occasionally/Seldom						Never											
	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total
Administrators on this campus act as though they are: aware of the difficulties that students from specific ethnic groups may have in succeeding in college. (item21b)																								
Santa Ana Campus	33	75	60	80	100	75	67	25	40	21	0	25	-	-	-	-	-	-	1.7	1.3	1.4	1.2	1.0	1.3
Orange Campus	-	0	0	88	100	73	-	100	100	13	0	27	-	-	-	-	-	-	-	2.0	1.5	1.2	1.0	1.3
Centennial Education Center	-	-	100	80	-	83	-	-	0	20	-	17	-	-	-	-	-	-	-	-	1.0	1.2	-	1.2
Adult Learning Center	100	-	-	100	-	100	-	-	-	-	-	-	-	-	-	-	-	-	1.0	-	-	1.0	-	1.0
TOTAL	50	60	57	81	100	76	50	40	43	20	0	24	-	-	-	-	-	-	1.5	1.4	1.4	1.2	1.0	1.3
Administrators on this campus act as though they are: resentful of efforts to develop a student body that represents all ethnic groups. (item21c)																								
Santa Ana Campus	33	0	20	0	0	4	33	33	60	24	0	29	33	67	20	76	100	67	2.0	2.7	2.0	2.8	3.0	2.6
Orange Campus	-	100	0	13	0	18	-	0	100	88	100	82	-	-	-	-	-	-	-	2.0	2.5	2.7	3.0	2.6
Centennial Education Center	-	-	-	-	-	-	-	-	100	20	-	33	-	-	0	80	-	67	-	-	2.0	2.8	-	2.7
Adult Learning Center	-	-	-	-	-	-	-	-	-	-	-	-	100	-	-	100	-	100	3.0	-	-	3.0	-	3.0
TOTAL	25	0	14	0	0	3	25	50	57	22	0	27	50	50	29	78	100	71	2.3	2.5	2.1	2.8	3.0	2.6
Administrators on this campus act as though they are: supportive of students from all ethnic groups. (item21d)																								
Santa Ana Campus	33	75	60	88	100	81	33	25	40	13	0	17	33	0	0	0	0	2	2.0	1.3	1.4	1.1	1.0	1.2
Orange Campus	-	0	0	100	100	82	-	100	100	0	0	18	-	-	-	-	-	-	-	2.0	2.0	1.1	1.0	1.3
Centennial Education Center	-	-	0	60	-	50	-	-	100	40	-	50	-	-	-	-	-	-	-	-	2.0	1.4	-	1.5
Adult Learning Center	0	-	-	100	-	50	100	-	-	0	-	50	-	-	-	-	-	-	2.0	-	-	1.0	-	1.5
TOTAL	25	60	43	87	100	78	67	40	57	13	0	21	25	0	0	0	0	1	2.0	1.4	1.6	1.2	1.0	1.3

	By Ethnicity																							
	Frequently						Occasionally/Seldom						Never						Average					
	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total
Administrators on this campus act as though they are: supportive of disabled students. (item21f)																								
Santa Ana Campus	33	100	60	85	100	80	67	0	40	15	0	20	-	-	-	-	-	-	1.7	1.0	1.4	1.1	1.0	1.2
Orange Campus	-	0	100	100	100	91	-	100	0	0	0	9	-	-	-	-	-	-	-	2.0	1.0	1.1	1.0	1.2
Centennial Education Center	-	-	100	80	-	83	-	-	0	20	-	17	-	-	-	-	-	-	-	-	1.0	1.2	-	1.2
Adult Learning Center	0	-	-	100	-	50	100	-	-	0	-	50	-	-	-	-	-	-	2.0	-	-	1.0	-	1.5
TOTAL	25	67	71	87	100	81	75	33	29	13	0	19	-	-	-	-	-	-	1.8	1.3	1.3	1.1	1.0	1.2
Administrators on this campus act as though they are: willing to mentor faculty and staff from all ethnic groups. (item21g)																								
Santa Ana Campus	0	0	50	61	-	55	100	100	50	39	-	45	-	-	-	-	-	-	2.0	2.0	1.5	1.4	-	1.4
Orange Campus	-	0	-	100	100	89	-	100	-	0	0	11	-	-	-	-	-	-	-	2.0	2.0	1.1	1.0	1.3
Centennial Education Center	-	-	0	40	-	33	-	-	100	40	-	50	-	-	0	20	-	17	-	-	2.0	1.8	-	1.8
Adult Learning Center	0	-	-	100	-	50	100	-	-	0	-	50	-	-	-	-	-	-	2.0	-	-	1.0	-	1.5
TOTAL	0	0	40	66	100	58	100	100	60	32	0	40	0	0	0	2	0	2	2.0	2.0	1.7	1.4	1.0	1.4
Administrators on this campus act as though they are: resentful of efforts to develop a faculty and staff that represents all ethnic groups. (item21i)																								
Santa Ana Campus	33	0	0	12	-	12	33	33	0	36	-	33	33	67	100	92	-	55	2.0	2.7	3.0	2.4	-	2.5
Orange Campus	-	0	0	13	0	19	-	100	100	0	0	18	-	0	0	88	100	73	-	2.0	2.0	2.6	3.0	2.5
Centennial Education Center	-	-	-	-	-	-	-	-	100	40	-	50	-	-	0	60	-	50	-	-	2.0	2.6	-	2.5
Adult Learning Center	-	-	-	-	-	-	-	-	-	-	-	-	100	-	-	100	-	100	3.0	-	-	3.0	-	3.0
TOTAL	25	0	0	11	0	10	25	50	40	30	0	31	50	50	60	60	100	59	2.3	2.5	2.5	2.5	3.0	2.5

	By Ethnicity																		Average					
	Frequently						Occasionally/Seldom						Never											
	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total
Administrators on this campus act as though they are: aware of the difficulties that faculty and staff from specific ethnic groups may face in succeeding at this institution. (item21j)																								
Santa Ana Campus	0	0	40	52	-	43	100	50	60	41	-	48	0	50	0	7	-	10	2.0	2.5	1.6	1.6	-	1.7
Orange Campus	-	0	0	71	100	60	-	0	100	14	0	20	-	100	0	14	0	20	-	3.0	2.0	1.6	1.0	1.8
Centennial Education Center	-	-	0	25	-	20	-	-	100	50	-	60	-	-	0	25	-	20	-	-	2.0	2.0	-	2.0
Adult Learning Center	-	-	-	-	-	-	100	-	-	100	-	100	-	-	-	-	-	-	2.0	-	-	2.0	-	2.0
TOTAL	0	0	29	51	100	42	100	40	71	39	0	46	0	60	0	10	0	12	2.0	2.6	1.8	1.6	1.0	1.7
Administrators on this campus act as though they are: supportive of faculty and staff from all ethnic groups. (item21k)																								
Santa Ana Campus	0	67	60	77	-	70	100	33	40	23	-	30	-	-	-	-	-	-	2.0	1.3	1.4	1.3	-	1.3
Orange Campus	-	0	0	100	100	82	-	100	100	0	0	18	-	-	-	-	-	-	-	2.0	2.0	1.1	1.0	1.3
Centennial Education Center	-	-	0	40	-	33	-	-	100	60	-	67	-	-	-	-	-	-	-	-	2.0	1.6	-	1.7
Adult Learning Center	0	-	-	100	-	50	100	-	-	0	-	50	-	-	-	-	-	-	2.0	-	-	1.0	-	1.5
TOTAL	0	50	43	77	100	68	100	50	57	23	0	32	-	-	-	-	-	-	2.0	1.5	1.6	1.3	1.0	1.3
Administrators on this campus act as though they are: supportive of disabled faculty and staff. (item21m)																								
Santa Ana Campus	50	100	100	91	-	89	50	0	0	10	-	12	-	-	-	-	-	-	1.5	1.0	1.0	1.1	-	1.1
Orange Campus	-	100	100	100	100	100	-	-	-	-	-	-	-	-	-	-	-	-	-	1.0	1.5	1.3	1.0	1.3
Centennial Education Center	-	-	-	67	-	67	-	-	33	-	-	33	-	-	-	-	-	-	-	-	-	1.3	-	1.3
Adult Learning Center	-	-	-	-	-	-	100	-	-	-	-	100	-	-	-	-	-	-	2.0	-	-	-	-	2.0
TOTAL	33	100	100	89	100	86	67	0	0	12	0	14	-	-	-	-	-	-	1.7	1.0	1.3	1.1	1.0	1.2

	By Ethnicity																							
	Frequently						Occasionally/Seldom						Never						Average					
	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total
Campus administrators behave as though high priorities for them are to: enhance the prestige of the campus. (item22a)																								
Santa Ana Campus	33	50	60	61	-	58	67	50	40	33	-	38	0	0	0	6	-	4	1.7	1.5	1.4	1.4	-	1.4
Orange Campus	-	0	100	50	100	55	-	100	0	38	0	36	-	0	0	13	0	9	-	2.0	1.0	1.6	1.0	1.5
Centennial Education Center	-	-	100	60	-	67	-	-	0	40	-	33	-	-	-	-	-	-	-	-	1.0	1.4	-	1.3
Adult Learning Center	-	-	-	100	-	50	100	-	-	0	-	50	-	-	-	-	-	-	2.0	-	-	1.0	-	1.5
TOTAL	25	40	71	60	100	58	75	60	29	34	0	37	0	0	0	6	0	5	1.8	1.6	1.3	1.4	1.0	1.4
Campus administrators behave as though high priorities for them are to: hire a high quality faculty and staff. (item22b)																								
Santa Ana Campus	33	75	100	66	-	68	33	25	0	34	-	30	33	0	0	0	-	2	2.0	1.3	1.0	1.3	-	1.3
Orange Campus	-	0	100	50	100	55	-	100	0	38	0	36	-	0	0	13	0	9	-	2.0	1.5	1.6	1.0	1.5
Centennial Education Center	-	-	100	40	-	50	-	-	0	60	-	50	-	-	-	-	-	-	-	-	1.0	1.6	-	1.5
Adult Learning Center	100	-	-	100	-	100	-	-	-	-	-	-	-	-	-	-	-	-	1.0	-	-	1.0	-	1.0
TOTAL	50	60	100	61	100	65	25	40	0	37	0	32	25	0	0	2	0	3	1.8	1.4	1.1	1.4	1.0	1.4
Campus administrators behave as though high priorities for them are to: retain a high quality faculty and staff. (item22c)																								
Santa Ana Campus	0	67	100	67	-	66	100	33	0	33	-	34	-	-	-	-	-	-	2.0	1.3	1.0	1.3	-	1.3
Orange Campus	-	100	100	50	100	64	-	0	0	38	0	27	-	0	0	13	0	9	-	1.0	1.5	1.7	1.0	1.5
Centennial Education Center	-	-	100	20	-	33	-	-	0	80	-	67	-	-	-	-	-	-	-	-	1.0	1.8	-	1.7
Adult Learning Center	100	-	-	100	-	100	-	-	-	-	-	-	-	-	-	-	-	-	1.0	-	-	1.0	-	1.0
TOTAL	25	75	100	60	100	64	75	25	0	38	0	35	0	0	0	2	0	1	1.8	1.3	1.1	1.4	1.0	1.4

	By Ethnicity																							
	Frequently						Occasionally/Seldom						Never						Average					
	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total
Campus administrators behave as though high priorities for them are to: be responsive to the local community. (item22d)																								
Santa Ana Campus	33	50	40	70	-	63	67	50	60	30	-	37	-	-	-	-	-	-	1.7	1.5	1.6	1.3	-	1.4
Orange Campus	-	0	0	50	100	46	-	100	100	38	0	46	-	0	0	13	0	9	-	2.0	2.0	1.7	1.0	1.7
Centennial Education Center	-	-	0	20	-	17	-	-	100	80	-	83	-	-	-	-	-	-	-	-	2.0	1.8	-	1.8
Adult Learning Center	0	-	-	100	-	50	100	-	-	0	-	50	-	-	-	-	-	-	2.0	-	-	1.0	-	1.5
TOTAL	25	40	29	63	100	56	75	60	71	35	0	43	0	0	0	2	0	2	1.8	1.6	1.8	1.4	1.0	1.5
Campus administrators behave as though high priorities for them are to: improve students' campus experiences. (item22e)																								
Santa Ana Campus	0	50	60	63	-	58	67	50	40	32	-	36	33	0	0	5	-	6	2.3	1.5	1.4	1.4	-	1.5
Orange Campus	-	0	0	50	100	46	-	100	100	38	0	46	-	0	0	13	0	9	-	2.0	2.0	1.7	1.0	1.7
Centennial Education Center	-	-	0	20	-	17	-	-	100	80	-	38	-	-	-	-	-	-	-	-	2.0	1.8	-	1.8
Adult Learning Center	100	-	-	0	-	50	0	-	-	100	-	50	-	-	-	-	-	-	1.0	-	-	2.0	-	1.5
TOTAL	25	40	43	56	100	52	50	60	57	39	0	42	25	0	0	6	0	6	2.0	1.6	1.6	1.5	1.0	1.5
Campus administrators behave as though high priorities for them are to: increase the number of students from all ethnic groups. (item22f)																								
Santa Ana Campus	0	75	60	69	-	65	67	25	40	31	-	33	33	0	0	0	-	2	2.3	1.3	1.4	1.3	-	1.4
Orange Campus	-	0	0	63	-	50	-	100	100	25	-	40	-	0	0	13	0	10	-	2.0	2.0	1.6	-	1.7
Centennial Education Center	-	-	-	-	-	-	-	-	100	100	-	100	-	-	-	-	-	-	-	-	2.0	2.0	-	2.0
Adult Learning Center	0	-	-	100	-	50	100	-	-	0	-	50	-	-	-	-	-	-	2.0	-	-	1.0	-	1.5
TOTAL	0	60	43	64	-	57	75	40	57	35	-	40	25	0	0	2	-	3	2.3	1.4	1.6	1.4	-	1.5

	By Ethnicity																		Average					
	Frequently						Occasionally/Seldom						Never											
	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total
Campus administrators behave as though high priorities for them are to: increase the number of students who graduate from all ethnic groups. (item22g)																								
Santa Ana Campus	0	75	40	66	-	60	100	25	60	34	-	40	-	-	-	-	-	-	2.0	1.3	1.6	1.4	-	1.4
Orange Campus	-	0	0	71	-	56	-	100	100	29	-	44	-	-	-	-	-	-	-	2.0	1.5	1.5	-	1.5
Centennial Education Center	-	-	0	20	-	17	-	-	100	80	-	83	-	-	-	-	-	-	-	-	2.0	1.8	-	1.8
Adult Learning Center	100	-	-	100	-	100	-	-	-	-	-	-	-	-	-	-	-	-	1.0	-	-	1.0	-	1.0
TOTAL	25	60	29	63	-	57	75	40	71	37	-	43	-	-	-	-	-	-	1.8	1.4	1.6	1.4	-	1.5
Campus administrators behave as though high priorities for them are to: educate students from all ethnic groups. (item22h)																								
Santa Ana Campus	0	75	80	76	-	72	100	25	20	24	-	28	-	-	-	-	-	-	2.0	1.3	1.2	1.2	-	1.3
Orange Campus	-	100	0	75	100	67	-	0	100	25	0	33	-	-	-	-	-	-	-	1.0	2.0	1.3	1.0	1.3
Centennial Education Center	-	-	0	40	-	33	-	-	100	60	-	67	-	-	-	-	-	-	-	-	2.0	1.6	-	1.7
Adult Learning Center	100	-	-	100	-	100	-	-	-	-	-	-	-	-	-	-	-	-	1.0	-	-	1.0	-	1.0
TOTAL	25	80	50	73	100	69	75	20	50	27	0	32	-	-	-	-	-	-	1.8	1.2	1.5	1.3	1.0	1.3
Campus administrators behave as though they are responsive to the concerns of: ethnic minority faculty and staff. (item23a)																								
Santa Ana Campus	0	50	40	74	-	63	100	25	60	27	-	35	0	25	0	0	-	2	2.0	1.8	1.6	1.3	-	1.4
Orange Campus	-	0	0	88	100	73	-	100	0	13	0	18	-	0	100	0	0	9	-	2.0	2.5	1.3	1.0	1.5
Centennial Education Center	-	-	0	60	-	50	-	-	100	40	-	50	-	-	-	-	-	-	-	-	2.0	1.4	-	1.5
Adult Learning Center	0	-	-	100	-	50	100	-	-	0	-	50	-	-	-	-	-	-	2.0	-	-	1.0	-	1.5
TOTAL	0	40	29	75	100	63	100	40	57	25	0	34	0	20	14	0	0	3	2.0	1.8	1.9	1.3	1.0	1.4

	By Ethnicity																							
	Frequently						Occasionally/Seldom						Never						Average					
	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total
Campus administrators behave as though they are responsive to the concerns of: non-ethnic minority faculty and staff. (item23b)																								
Santa Ana Campus	67	50	40	80	-	72	33	50	60	20	-	28	-	-	-	-	-	-	1.3	1.5	1.6	1.2	-	1.3
Orange Campus	-	100	100	88	100	91	-	0	0	13	0	9	-	-	-	-	-	-	-	1.0	1.0	1.1	1.0	1.1
Centennial Education Center	-	-	100	40	-	50	-	-	0	60	-	50	-	-	-	-	-	-	-	-	1.0	1.6	-	1.5
Adult Learning Center	100	-	-	100	-	100	-	-	-	-	-	-	-	-	-	-	-	-	1.0	-	-	1.0	-	1.0
TOTAL	75	60	57	78	100	74	25	40	43	22	0	26	-	-	-	-	-	-	1.3	1.4	1.4	1.2	1.0	1.2
Campus activities in which I participated that have increased my sensitivity to other ethnic groups are: informal discussions with others on campus. (item25a)																								
Santa Ana Campus	67	50	100	46	-	53	33	25	0	46	-	40	0	25	0	7	-	8	1.3	1.8	1.0	1.6	-	1.5
Orange Campus	-	100	100	57	100	70	-	0	0	29	0	20	-	0	0	14	0	10	-	1.0	1.0	1.5	1.0	1.3
Centennial Education Center	-	-	100	60	-	67	-	-	0	20	-	17	-	-	0	20	-	17	-	-	1.0	1.6	-	1.5
Adult Learning Center	100	-	-	-	-	100	-	-	-	-	-	-	-	-	-	-	-	-	1.0	-	-	-	-	1.0
TOTAL	75	60	100	49	100	57	25	20	0	42	0	34	0	20	0	9	0	9	1.3	1.6	1.0	1.6	1.0	1.5
Campus activities in which I participated that have increased my sensitivity to other ethnic groups are: staff development activities. (item25b)																								
Santa Ana Campus	67	25	80	29	-	36	33	75	0	59	-	53	0	0	20	12	-	11	1.3	1.8	1.4	1.8	-	1.7
Orange Campus	-	100	100	50	0	56	-	0	0	50	0	33	-	0	0	0	100	11	-	1.0	1.0	1.4	3.0	1.5
Centennial Education Center	-	-	100	40	-	50	-	-	0	40	-	33	-	-	0	20	-	17	-	-	1.0	1.8	-	1.7
Adult Learning Center	0	-	-	100	-	50	100	-	-	0	-	50	-	-	-	-	-	-	2.0	-	-	1.0	-	1.5
TOTAL	50	40	86	34	0	40	50	60	0	55	0	49	0	0	14	11	100	11	1.5	1.6	1.3	1.7	3.0	1.7

	By Ethnicity																		Average					
	Frequently						Occasionally/Seldom						Never											
	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total
Campus activities in which I participated that have increased my sensitivity to other ethnic groups are: concerts and exhibits. (item25f)																								
Santa Ana Campus	100	50	80	18	-	29	0	25	0	58	-	47	0	25	20	24	-	24	1.0	1.8	1.4	2.1	-	1.9
Orange Campus	-	100	100	50	0	56	-	0	0	17	0	11	-	0	0	33	100	33	-	1.0	1.0	1.9	3.0	1.7
Centennial Education Center	-	-	0	20	-	17	-	-	100	60	-	67	-	-	0	20	-	17	-	-	2.0	2.0	-	2.0
Adult Learning Center	-	-	-	-	-	-	100	-	-	-	-	100	-	-	-	-	-	-	2.0	-	-	-	-	2.0
TOTAL	67	60	71	22	0	31	33	20	14	53	0	45	0	20	14	26	100	24	1.3	1.6	1.4	2.0	3.0	1.9
Campus activities in which I participated that have increased my sensitivity to other ethnic groups are: athletic events. (item25g)																								
Santa Ana Campus	33	0	20	8	-	11	33	33	20	25	-	26	33	67	60	67	-	64	2.0	2.7	2.4	2.6	-	2.5
Orange Campus	-	0	-	33	0	25	-	100	-	17	0	25	-	0	-	50	100	50	-	2.0	3.0	2.3	3.0	2.4
Centennial Education Center	-	-	0	20	-	17	-	-	100	60	-	67	-	-	0	20	-	17	-	-	2.0	2.0	-	2.0
Adult Learning Center	-	-	-	-	-	-	-	-	-	-	-	-	100	-	-	-	-	100	3.0	-	-	-	-	3.0
TOTAL	25	0	17	13	0	13	25	50	33	28	0	29	50	50	50	60	100	58	2.3	2.5	2.4	2.5	3.0	2.5
Campus activities in which I participated that have increased my sensitivity to other ethnic groups are: others (please specify:). (item25h)																								
Santa Ana Campus	100	18	-	-	-	25	0	27	-	-	-	25	0	55	-	-	-	50	1.0	-	-	2.4	-	2.3
Orange Campus	-	-	-	100	-	100	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1.0	-	1.0
Centennial Education Center	-	-	-	-	-	-	-	-	100	50	-	67	-	-	0	50	-	33	-	-	2.0	2.5	-	2.3
Adult Learning Center	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TOTAL	100	-	0	27	-	29	0	-	100	27	-	29	0	-	0	47	-	41	1.0	-	2.0	2.2	-	2.1

	By Ethnicity																							
	Frequently						Occasionally/Seldom						Never						Average					
	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total
The local community surrounding this campus responds to campus personnel and students from diverse ethnic groups by: being friendly and receptive. (item26a)																								
Santa Ana Campus	67	100	60	33	-	46	33	0	20	61	-	46	0	0	20	6	-	7	1.7	1.0	1.6	1.7	-	1.6
Orange Campus	-	0	100	60	100	63	-	100	0	40	0	38	-	-	-	-	-	-	-	2.0	1.5	1.7	1.0	1.6
Centennial Education Center	-	-	0	50	-	40	-	-	100	50	-	60	-	-	-	-	-	-	-	-	2.0	1.8	-	1.8
Adult Learning Center	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TOTAL	67	67	57	41	100	49	33	33	29	56	0	46	0	0	14	4	0	5	1.7	1.3	1.6	1.7	1.0	1.7
The local community surrounding this campus responds to campus personnel and students from diverse ethnic groups by: accommodating their needs and interests. (item26b)																								
Santa Ana Campus	33	100	60	29	-	41	67	0	20	65	-	52	0	0	20	6	-	7	1.7	1.0	1.6	1.7	-	1.6
Orange Campus	-	0	100	50	100	56	-	100	0	50	0	44	-	-	-	-	-	-	-	2.0	1.5	1.7	1.0	1.6
Centennial Education Center	-	-	0	25	-	20	-	-	100	75	-	80	-	-	-	-	-	-	-	-	2.0	1.8	-	1.8
Adult Learning Center	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TOTAL	33	67	57	33	100	42	67	33	29	63	0	54	0	0	14	4	0	5	1.7	1.3	1.6	1.7	1.0	1.7
The local community surrounding this campus responds to campus personnel and students from diverse ethnic groups by: hiring them to work in its business. (item26c)																								
Santa Ana Campus	33	100	75	36	-	46	67	0	25	64	-	55	-	-	-	-	-	-	1.7	1.0	1.3	1.6	-	1.5
Orange Campus	-	0	0	60	100	50	-	100	100	40	0	50	-	-	-	-	-	-	-	2.0	1.5	1.5	1.0	1.5
Centennial Education Center	-	-	0	33	-	25	-	-	100	67	-	75	-	-	-	-	-	-	-	-	2.0	1.7	-	1.8
Adult Learning Center	-	-	-	-	-	-	100	-	-	-	-	100	-	-	-	-	-	-	2.0	-	-	-	-	2.0
TOTAL	25	50	50	41	100	43	75	50	50	59	0	57	-	-	-	-	-	-	1.8	1.5	1.4	1.6	1.0	1.6

	By Ethnicity																		Average					
	Frequently						Occasionally/Seldom						Never											
	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total
The local community surrounding this campus responds to campus personnel and students from diverse ethnic groups by: resenting their presence. (item26d)																								
Santa Ana Campus	0	0	0	20	-	13	67	0	50	60	-	57	33	100	50	20	-	30	2.3	3.0	2.5	2.0	-	2.2
Orange Campus	-	0	100	0	0	11	-	100	0	0	0	11	-	0	0	100	100	78	-	2.0	1.0	2.7	3.0	2.4
Centennial Education Center	-	-	0	25	-	20	-	-	100	75	-	80	-	-	-	-	-	-	-	-	2.0	1.8	-	1.8
Adult Learning Center	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TOTAL	0	0	17	16	0	14	67	50	50	48	0	49	33	50	33	36	100	38	2.3	2.5	2.0	2.2	3.0	2.2
Faculty here generally incorporate into their course curricula: material acknowledging societal contributions made by all ethnic groups. (item27b)																								
Santa Ana Campus	50	67	50	23	-	31	0	33	25	73	-	60	50	0	25	4	-	9	2.0	1.3	1.8	1.8	-	1.8
Orange Campus	-	0	0	100	-	43	-	100	100	40	-	57	-	-	-	-	-	-	-	2.0	2.0	1.5	-	1.7
Centennial Education Center	-	-	0	60	-	50	-	-	100	40	-	50	-	-	-	-	-	-	-	-	2.0	1.4	-	1.5
Adult Learning Center	-	-	-	100	-	100	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1.0	-	1.0
TOTAL	50	50	33	35	-	37	0	50	50	62	-	57	50	0	17	3	-	6	2.0	1.5	1.9	1.7	-	1.7
Faculty here generally incorporate into their course curricula: multicultural perspectives on issues. (item27c)																								
Santa Ana Campus	50	67	0	35	-	34	50	33	75	58	-	57	0	0	25	8	-	9	1.5	1.3	2.3	1.7	-	1.7
Orange Campus	-	0	0	75	-	50	-	100	100	25	-	50	-	-	-	-	-	-	-	2.0	2.0	1.4	-	1.6
Centennial Education Center	-	-	0	80	-	67	-	-	100	20	-	33	-	-	-	-	-	-	-	-	2.0	1.2	-	1.3
Adult Learning Center	-	-	-	100	-	100	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1.0	-	1.0
TOTAL	50	50	0	47	-	42	50	50	83	47	-	52	0	0	17	6	-	6	1.5	1.5	2.1	1.6	-	1.6

	By Ethnicity																		Average					
	Frequently						Occasionally/Seldom						Never											
	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total
My courses incorporate: material acknowledging societal contributions made by all ethnic groups. (item28b)																								
Santa Ana Campus	67	25	100	47	-	50	33	75	0	44	-	44	0	0	0	8	-	7	1.3	1.8	1.0	1.6	-	1.6
Orange Campus	-	100	100	50	0	56	-	0	0	33	0	22	-	0	0	17	100	22	-	1.0	1.0	1.7	3.0	1.6
Centennial Education Center	-	-	0	80	-	67	-	-	100	20	-	33	-	-	-	-	-	-	-	-	2.0	1.2	-	1.3
Adult Learning Center	-	-	-	100	-	100	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1.0	-	1.0
TOTAL	67	40	80	52	0	53	33	60	20	40	0	39	0	0	0	8	100	8	1.3	1.6	1.2	1.6	3.0	1.5
My courses incorporate: multicultural perspectives on issues. (item28c)																								
Santa Ana Campus	100	25	100	54	-	58	0	75	0	34	-	33	0	0	0	11	-	9	1.0	1.8	1.0	1.6	-	1.5
Orange Campus	-	100	100	50	0	56	-	0	0	33	0	22	-	0	0	17	100	22	-	1.0	1.0	1.7	3.0	1.6
Centennial Education Center	-	-	100	80	-	83	-	-	0	20	-	17	-	-	-	-	-	-	-	-	1.0	1.2	-	1.2
Adult Learning Center	-	-	-	100	-	100	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1.0	-	1.0
TOTAL	100	40	100	57	0	61	0	60	0	32	0	30	0	0	0	11	100	10	1.0	1.6	1.0	1.5	3.0	1.5
I mentor students who are of: my ethnic group. (item29c)																								
Santa Ana Campus	100	0	75	64	100	64	0	33	25	26	0	24	0	67	0	10	0	12	1.0	2.7	1.3	1.5	1.0	1.5
Orange Campus	-	100	100	57	0	60	-	0	0	43	0	30	-	0	0	0	100	10	-	1.0	1.0	1.4	3.0	1.4
Centennial Education Center	-	-	100	60	-	67	-	-	0	20	-	17	-	-	0	20	-	17	-	-	1.0	1.6	-	1.5
Adult Learning Center	100	-	-	-	-	100	-	-	-	-	-	-	-	-	-	-	-	-	1.0	-	-	-	-	1.0
TOTAL	100	25	83	63	50	64	0	25	17	28	0	24	0	50	0	10	50	12	1.0	2.3	1.1	1.5	2.0	1.5
I mentor students who are of: ethnic groups other than mine. (item29d)																								
Santa Ana Campus	100	33	60	65	100	65	0	0	40	25	0	23	0	67	0	10	0	12	1.0	2.3	1.4	1.4	1.0	1.4
Orange Campus	-	100	0	57	0	50	-	0	100	43	0	40	-	0	0	0	100	10	-	1.0	1.5	1.4	3.0	1.5
Centennial Education Center	-	-	0	80	-	67	-	-	100	20	-	33	-	-	-	-	-	-	-	-	2.0	1.2	-	1.3
Adult Learning Center	100	-	-	100	-	100	-	-	-	-	-	-	-	-	-	-	-	-	1.0	-2.0	-	1.0	-	1.0
TOTAL	100	50	43	66	50	64	0	0	57	26	0	26	0	50	0	8	50	10	1.0		1.5	1.4	2.0	1.4

	By Ethnicity																							
	Frequently						Occasionally/Seldom						Never						Average					
	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total
I would be interested in attending a faculty workshop(s) on issues pertaining to: ethnic minorities. (item30a)																								
Santa Ana Campus	55	38	44	29	50	42	36	38	44	71	25	47	9	25	11	0	25	11	1.7	2.0	1.2	1.8	-	1.7
Orange Campus	-	100	100	33	0	44	-	0	0	33	100	33	-	0	0	33	0	22	-	1.0	1.0	2.0	2.0	1.7
Centennial Education Center	-	-	100	60	-	67	-	-	0	40	-	33	-	-	-	-	-	-	-	-	1.0	1.4	-	1.3
Adult Learning Center	100	-	-	0	-	50	0	-	-	100	-	50	-	-	-	-	-	-	1.0	-	-	3.0	-	2.0
TOTAL	75	40	86	39	0	45	0	40	14	48	100	42	25	20	0	14	0	13	1.5	1.8	1.1	1.8	2.0	1.7
I would be interested in attending a faculty workshop(s) on issues pertaining to: people with disabilities. (item30c)																								
Santa Ana Campus	67	25	80	39	-	43	0	50	0	49	-	41	33	25	20	13	-	16	1.7	2.0	1.4	1.8	-	1.8
Orange Campus	-	100	0	50	0	44	-	0	100	50	100	56	-	-	-	-	-	-	-	1.0	1.5	1.6	2.0	1.5
Centennial Education Center	-	-	0	40	-	33	-	-	100	40	-	50	-	-	0	20	-	17	-	-	2.0	1.8	-	1.8
Adult Learning Center	100	-	-	0	-	50	-	-	-	-	-	-	0	-	-	100	-	50	1.0	-	-	3.0	-	2.0
TOTAL	75	40	57	39	0	43	0	40	29	47	100	43	25	20	14	14	0	15	1.5	1.8	1.5	1.8	2.0	1.7
I would be interested in attending a faculty workshop(s) on issues pertaining to: gays and lesbians. (item30d)																								
Santa Ana Campus	67	25	80	26	-	33	0	25	0	49	-	39	33	50	20	26	-	28	1.7	2.3	1.4	2.0	-	2.0
Orange Campus	-	100	100	33	0	44	-	0	0	33	100	33	-	0	0	33	0	22	-	1.0	1.0	2.0	2.0	1.7
Centennial Education Center	-	-	0	40	-	33	-	-	0	40	-	33	-	-	100	20	-	33	-	-	3.0	1.8	-	2.0
Adult Learning Center	100	-	-	0	-	50	-	-	-	-	-	-	0	-	-	100	-	50	1.0	-	-	3.0	-	2.0
TOTAL	75	40	71	28	0	35	0	20	0	45	100	37	25	40	29	28	0	28	1.5	2.0	1.5	2.0	2.0	1.9
At RSC, I have been discriminated against recently by: faculty. (item31a)																								
Santa Ana Campus	0	0	25	5	0	6	0	0	25	8	0	8	100	100	50	88	100	86	3.0	3.0	2.3	2.8	3.0	2.8
Orange Campus	-	-	-	-	-	-	-	100	0	13	0	18	-	0	100	88	100	82	-	2.0	3.0	2.9	3.0	2.8
Centennial Education Center	-	-	-	-	-	-	-	-	0	80	-	67	-	-	100	20	-	33	-	-	3.0	2.2	-	2.3
Adult Learning Center	-	-	-	-	-	-	-	-	-	-	-	-	100	-	-	100	-	100	3.0	-	-	3.0	-	3.0
TOTAL	0	0	17	4	0	4	0	25	17	15	0	14	100	75	67	82	100	81	3.0	2.8	2.6	2.8	3.0	2.8

	By Ethnicity																							
	Frequently						Occasionally/Seldom						Never						Average					
	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total
At RSC, I have been discriminated against recently by: staff. (item31b)																								
Santa Ana Campus	0	0	0	3	0	2	33	0	25	0	0	4	67	100	75	98	100	94	2.7	3.0	2.8	3.0	3.0	2.9
Orange Campus	-	-	-	-	-	-	-	100	0	13	0	18	-	0	100	88	100	82	-	2.0	3.0	2.9	3.0	2.8
Centennial Education Center	-	-	0	20	-	17	-	-	0	40	-	33	-	-	100	40	-	50	-	-	3.0	2.2	-	2.3
Adult Learning Center	-	-	-	-	-	-	-	-	-	-	-	-	100	-	-	100	-	100	3.0	-	-	3.0	-	3.0
TOTAL	0	0	0	4	0	3	25	25	17	6	0	9	75	75	83	91	100	89	2.8	2.8	2.9	2.9	3.0	2.9
At RSC, I have been discriminated against recently by: administrators. (item31c)																								
Santa Ana Campus	0	0	0	3	0	2	33	33	25	10	0	14	67	67	75	88	100	84	2.7	2.7	2.8	2.8	3.0	2.8
Orange Campus	-	0	100	0	0	9	-	100	0	13	0	18	-	0	0	88	100	73	-	2.0	1.0	2.9	3.0	2.5
Centennial Education Center	-	-	0	20	-	17	-	-	0	60	-	50	-	-	100	20	-	33	-	-	3.0	2.0	-	2.2
Adult Learning Center	-	-	-	-	-	-	-	-	-	-	-	-	100	-	-	100	-	100	3.0	-	-	3.0	-	3.0
TOTAL	0	0	17	4	0	14	25	50	17	15	0	17	75	50	67	82	100	79	2.8	2.5	2.3	2.8	3.0	2.7
At RSC, I have been discriminated against recently by: students. (item31d)																								
Santa Ana Campus	0	0	0	3	0	2	0	33	0	5	0	6	100	67	100	93	100	92	3.0	2.7	3.0	2.9	3.0	2.9
Orange Campus	-	-	-	-	-	-	-	-	-	-	-	-	-	100	100	100	100	100	-	3.0	3.0	3.0	3.0	3.0
Centennial Education Center	-	-	-	-	-	-	-	-	0	20	-	17	-	-	100	80	-	83	-	-	3.0	2.8	-	2.8
Adult Learning Center	-	-	-	-	-	-	-	-	-	-	-	-	100	-	-	100	-	100	3.0	-	-	3.0	-	3.0
TOTAL	0	0	0	2	0	1	0	25	0	6	0	6	100	75	100	93	100	93	3.0	2.8	3.0	2.9	3.0	2.9
At RSC, I have been discriminated against recently because of my: race/ethnicity. (item32a)																								
Santa Ana Campus	0	0	20	0	0	2	50	33	20	10	0	14	50	67	60	90	100	84	2.5	2.7	2.4	2.9	3.0	2.8
Orange Campus	-	100	100	0	0	18	-	0	0	100	100	82	-	-	-	-	-	-	-	2.0	2.0	3.0	3.0	2.8
Centennial Education Center	-	-	0	20	-	17	-	-	0	60	-	50	-	-	100	20	-	33	-	-	3.0	2.0	-	2.2
Adult Learning Center	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	100	-	100	-	-	-	3.0	-	3.0
TOTAL	0	0	14	2	0	3	50	50	29	13	0	18	50	50	57	85	100	79	2.5	2.5	2.4	2.8	3.0	2.8

	By Ethnicity																		Average					
	Frequently						Occasionally/Seldom						Never											
	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total
At RSC, I have been discriminated against recently because of my: sexual orientation. (item32c)																								
Santa Ana Campus	-	-	-	-	-	-	-	-	-	-	-	-	100	100	100	100	100	100	3.0	3.0	3.0	3.0	3.0	3.0
Orange Campus	-	-	-	-	-	-	-	-	-	-	-	-	-	100	100	100	100	100	-	3.0	3.0	3.0	3.0	3.0
Centennial Education Center	-	-	-	-	-	-	-	-	0	20	-	17	-	-	100	80	-	83	-	-	3.0	2.8	-	2.8
Adult Learning Center	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	100	-	100	-	-	-	3.0	-	3.0
TOTAL	-	-	-	-	-	-	0	0	0	2	0	2	100	100	100	98	100	99	3.0	3.0	3.0	3.0	3.0	3.0
At RSC, I have been discriminated against recently because of my: disability. (item32d)																								
Santa Ana Campus	-	-	-	-	-	-	-	-	-		-	-	100	100	100	100	100	100	3.0	3.0	3.0	3.0	3.0	3.0
Orange Campus	-	-	-	-	-	-	-	-	-	-	-	-	-	-	100	100	100	100	-	-	3.0	3.0	3.0	3.0
Centennial Education Center	-	-	-	-	-	-	-	-	0	20	-	17	-	-	100	80	-	83	-	-	3.0	2.8	-	2.8
Adult Learning Center	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	100	-	100	-	-	-	3.0	-	3.0
TOTAL	-	-	-	-	-	-	0	0	0	2	0	2	100	100	100	98	100	98	3.0	3.0	3.0	3.0	3.0	3.0
At RSC, I have been discriminated against recently because of my: religion. (item32e)																								
Santa Ana Campus	-	-	-	-	-	-	0	0	20	5	0	6	100	100	80	95	100	94	3.0	3.0	2.8	2.9	3.0	2.9
Orange Campus	-	-	-	-	-	-	-	-	-	-	-	-	-	-	100	100	100	100	-	-	3.0	3.0	3.0	3.0
Centennial Education Center	-	-	-	-	-	-	-	-	0	40	-	33	-	-	100	60	-	67	-	-	3.0	2.6	-	2.7
Adult Learning Center	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	100	-	100	-	-	-	3.0	-	3.0
TOTAL	-	-	-	-	-	-	0	0	14	8	0	8	100	100	86	92	100	92	3.0	3.0	2.9	2.9	3.0	2.9
At RSC, I have been discriminated against recently because of my: age. (item32f)																								
Santa Ana Campus	-	-	-	-	-	-	0	33	0	14	0	13	100	67	100	87	100	88	3.0	2.7	3.0	2.9	3.0	2.9
Orange Campus	-	-	-	-	-	-	-	100	0	0	0	9	-	0	100	100	100	91	-	2.0	3.0	3.0	3.0	2.9
Centennial Education Center	-	-	-	-	-	-	-	-	0	25	-	20	-	-	100	75	-	80	-	-	3.0	2.8	-	2.8
Adult Learning Center	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	100	-	100	-	-	-	3.0	-	3.0
TOTAL	-	-	-	-	-	-	0	50	0	12	0	12	100	50	100	88	100	88	3.0	2.5	3.0	2.9	3.0	2.9

	By Ethnicity																			Average					
	Frequently						Occasionally/Seldom						Never											
	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total
At RSC, I have recently heard insensitive or disparaging comments about ethnic minorities by: faculty (item33a)	-																							
Santa Ana Campus	33	0	20	0	0	4	0	25	60	45	0	42	67	75	20	55	100	55	2.3	2.8	2.0	2.6	3.0	2.5
Orange Campus	-	0	100	0	0	9	-	100	0	13	0	18	-	0	0	88	100	73	-	2.0	1.5	2.7	3.0	2.5
Centennial Education Center	-	-	-	-	-	-	-	-	100	60	-	67	-	-	0	40	-	33	-	-	2.0	2.4	-	2.3
Adult Learning Center	-	-	-	-	-	-	100	-	-	0	-	50	0	-	-	100	-	50	2.0	-	-	3.0	-	2.5
TOTAL	25	0	29	0	0	4	25	40	57	41	0	40	50	60	14	59	100	56	2.3	2.6	1.9	2.6	3.0	2.5
At RSC, I have recently heard insensitive or disparaging comments about ethnic minorities by: staff (item33b)																								
Santa Ana Campus	33	0	20	0	0	4	0	25	60	40	0	37	67	75	20	61	100	59	2.3	2.8	2.0	2.6	3.0	2.5
Orange Campus	-	-	-	-	-	-	-	100	100	13	0	27	-	0	0	88	100	73	-	2.0	2.0	2.7	3.0	2.5
Centennial Education Center	-	-	0	20	-	17	-	-	100	40	-	50	-	-	0	40	-	33	-	-	2.0	2.2	-	2.2
Adult Learning Center	-	-	-	-	-	-	100	-	-	0	-	50	0	-	-	100	-	50	2.0	-	-	3.0	-	2.5
TOTAL	25	0	14	2	0	4	25	40	71	35	0	37	50	60	14	64	100	59	2.3	2.6	2.0	2.6	3.0	2.5
At RSC, I have recently heard insensitive or disparaging comments about ethnic minorities by: administrators. (item33c)																								
Santa Ana Campus	33	0	0	0	0	2	0	25	50	22	0	23	67	75	50	78	100	75	2.3	2.8	2.5	2.8	3.0	2.7
Orange Campus	-	0	100	0	0	9	-	100	0	13	0	18	-	0	0	88	100	73	-	2.0	1.5	2.7	3.0	2.5
Centennial Education Center	-	-	-	-	-	-	-	-	100	40	-	50	-	-	0	60	-	50	-	-	2.0	2.6	-	2.5
Adult Learning Center	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	100	-	100	-	-	-	3.0	-	3.0
TOTAL	33	0	17	0	0	3	0	40	50	22	0	24	67	60	33	78	100	73	2.3	2.6	2.1	2.8	3.0	2.7

	By Ethnicity																		Average					
	Frequently						Occasionally/Seldom						Never											
	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total
At RSC, I have recently heard insensitive or disparaging comments about ethnic minorities by: students. (item33d)																								
Santa Ana Campus	33	0	40	13	0	16	0	25	20	53	0	43	67	75	40	34	100	41	2.3	2.8	2.0	2.2	3.0	2.3
Orange Campus	-	-	-	-	-	-	-	100	100	57	0	60	-	0	0	43	100	40	-	2.0	1.5	2.3	3.0	2.2
Centennial Education Center	-	-	-	-	-	-	-	-	100	60	-	67	-	-	0	40	-	33	-	-	2.0	2.4	-	2.3
Adult Learning Center	-	-	-	-	-	-	100	-	-	0	-	50	0	-	-	100	-	50	2.0	-	-	3.0	-	2.5
TOTAL	25	0	29	10	0	12	25	40	43	53	0	48	50	60	29	37	100	41	2.3	2.6	1.9	2.3	3.0	2.3
At RSC, I have been harassed against recently because of my: race/ethnicity. (item34a)																								
Santa Ana Campus	-	-	-	-	-	-	0	0	0	3	0	2	100	100	100	89	100	98	3.0	3.0	3.0	3.0	3.0	3.0
Orange Campus	-	-	-	-	-	-	-	-	-	-	-	-	-	100	100	100	100	100	-	3.0	3.0	3.0	3.0	3.0
Centennial Education Center	-	-	0	20	-	17	-	-	0	20	-	17	-	-	100	60	-	67	-	-	3.0	2.4	-	2.5
Adult Learning Center	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	100	-	100	-	-	-	3.0	-	3.0
TOTAL	0	0	0	2	0	1	0	0	0	4	0	3	100	100	100	94	100	96	3.0	3.0	3.0	2.9	3.0	2.9
At RSC, I have been harassed against recently because of my: sexual orientation. (item34c)																								
Santa Ana Campus	-	-	-	-	-	-	-	-	-	-	-	-	100	100	100	100	100	100	3.0	3.0	3.0	3.0	3.0	3.0
Orange Campus	-	-	-	-	-	-	-	-	-	-	-	-	-	100	100	100	100	100	-	3.0	3.0	3.0	3.0	3.0
Centennial Education Center	-	-	-	-	-	-	-	-	0	20	-	17	-	-	100	80	-	83	-	-	3.0	2.8	-	2.8
Adult Learning Center	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	100	-	100	-	-	-	3.0	-	3.0
TOTAL	-	-	-	-	-	-	0	0	0	2	0	1	100	100	100	98	100	99	3.0	3.0	3.0	3.0	3.0	3.0
At RSC, I have been harassed against recently because of my: disability. (item34d)																								
Santa Ana Campus	-	-	-	-	-	-	-	-	-	-	-	-	100	100	100	100	100	100	3.0	3.0	3.0	3.0	3.0	3.0
Orange Campus	-	-	-	-	-	-	-	-	-	-	-	-	-	-	100	100	100	100	-	-	3.0	3.0	3.0	3.0
Centennial Education Center	-	-	-	-	-	-	-	-	0	20	-	17	-	-	100	80	-	83	-	-	3.0	2.8	-	2.8
Adult Learning Center	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	100	-	100	-	-	-	3.0	-	3.0
TOTAL	-	-	-	-	-	-	0	0	0	2	0	1	100	100	100	98	100	99	3.0	3.0	3.0	3.0	3.0	3.0

	By Ethnicity																							
	Frequently						Occasionally/Seldom						Never						Average					
	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total
At RSC, I have been harassed against recently because of my: religion. (item34e)																								
Santa Ana Campus	-	-	-	-	-	-	0	0	20	0	0	2	100	100	80	100	100	98	3.0	3.0	2.8	3.0	3.0	3.0
Orange Campus	-	-	-	-	-	-	-	-	-	-	-	-	-	-	100	100	100	100	-	-	3.0	3.0	3.0	3.0
Centennial Education Center	-	-	-	-	-	-	-	-	0	20	-	17	-	-	100	80	-	83	-	-	3.0	2.8	-	2.8
Adult Learning Center	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	100	-	100	-	-	-	3.0	-	3.0
TOTAL	-	-	-	-	-	-	0	0	14	2	0	3	100	100	86	98	100	97	3.0	3.0	2.9	3.0	3.0	3.0
At RSC, I have been harassed against recently because of my: age. (item34f)																								
Santa Ana Campus	-	-	-	-	-	-	0	25	0	0	0	2	100	75	100	100	100	98	3.0	2.8	3.0	3.0	3.0	3.0
Orange Campus	-	-	-	-	-	-	-	-	-	-	-	-	-	100	100	100	100	100	-	3.0	3.0	3.0	3.0	3.0
Centennial Education Center	-	-	-	-	-	-	-	-	0	20	-	17	-	-	100	80	-	83	-	-	3.0	2.8	-	2.8
Adult Learning Center	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	100	-	100	-	-	-	3.0	-	3.0
TOTAL	-	-	-	-	-	-	0	20	0	2	0	3	100	80	100	98	100	97	3.0	2.8	3.0	3.0	3.0	3.0
At RSC, I have recently heard insensitive or disparaging comments about people with disabilities by: faculty. (item36a)																								
Santa Ana Campus	-	-	-	-	-	-	0	25	0	13	0	11	100	75	100	88	100	89	3.0	2.8	3.0	2.9	3.0	2.9
Orange Campus	-	-	-	-	-	-	-	-	-	-	-	-	-	100	100	100	100	100	-	3.0	3.0	2.9	3.0	2.9
Centennial Education Center	-	-	-	-	-	-	-	-	0	20	-	17	-	-	100	80	-	83	-	-	3.0	2.8	-	2.8
Adult Learning Center	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	100	-	100	-	-	-	3.0	-	3.0
TOTAL	-	-	-	-	-	-	0	20	0	11	0	10	100	80	100	89	100	90	3.0	2.8	3.0	2.9	3.0	2.9
At RSC, I have recently heard insensitive or disparaging comments about people with disabilities by: staff. (item36b)																								
Santa Ana Campus	-	-	-	-	-	-	0	25	0	8	0	8	100	75	100	92	100	92	3.0	2.8	3.0	2.9	3.0	2.9
Orange Campus	-	-	-	-	-	-	-	-	-	-	-	-	-	100	100	100	100	100	-	3.0	3.0	2.9	3.0	2.9
Centennial Education Center	-	-	-	-	-	-	-	-	0	20	-	17	-	-	100	80	-	83	-	-	3.0	2.8	-	2.8
Adult Learning Center	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	100	-	100	-	-	-	3.0	-	3.0
TOTAL	-	-	-	-	-	-	0	20	0	8	0	7	100	80	100	93	100	93	3.0	2.8	3.0	2.9	3.0	2.9

	By Ethnicity																							
	Frequently						Occasionally/Seldom						Never						Average					
	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total
At RSC, I have recently heard insensitive or disparaging comments about people with disabilities by: administrators. (item36c)																								
Santa Ana Campus	-	-	-	-	-	-	0	25	0	8	0	8	100	75	100	92	100	92	3.0	2.8	3.0	2.9	3.0	2.9
Orange Campus	-	-	-	-	-	-	-	-	-	-	-	-	-	100	100	100	100	100	-	3.0	3.0	2.9	3.0	2.9
Centennial Education Center	-	-	-	-	-	-	-	-	0	20	-	17	-	-	100	80	-	83	-	-	3.0	2.8	-	2.8
Adult Learning Center	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	100	-	100	-	-	-	3.0	-	3.0
TOTAL	-	-	-	-	-	-	0	20	0	8	0	7	100	80	100	93	100	93	3.0	2.8	3.0	2.9	3.0	2.9
At RSC, I have recently heard insensitive or disparaging comments about people with disabilities by: students. (item36d)																								
Santa Ana Campus	-	-	-	-	-	-	0	25	20	21	0	19	100	75	80	80	100	81	3.0	2.8	2.8	2.8	3.0	2.8
Orange Campus	-	-	-	-	-	-	-	100	0	0	0	9	-	0	100	100	100	91	-	2.0	2.5	2.9	3.0	2.8
Centennial Education Center	-	-	-	-	-	-	-	-	0	20	-	17	-	-	100	80	-	83	-	-	3.0	2.8	-	2.8
Adult Learning Center	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	100	-	100	-	-	-	3.0	-	3.0
TOTAL	-	-	-	-	-	-	0	40	14	17	0	17	100	60	86	83	100	83	3.0	2.6	2.8	2.8	3.0	2.8
At RSC, I have recently heard insensitive or disparaging comments about gays and lesbians by: faculty. (item37a)																								
Santa Ana Campus	0	0	50	8	0	10	0	25	0	30	0	24	100	75	50	63	100	65	3.0	2.8	2.0	2.6	3.0	2.6
Orange Campus	-	100	50	11	0	23	-	0	50	22	0	23	-	0	0	67	100	54	-	1.0	1.5	2.6	3.0	2.3
Centennial Education Center	-	-	0	20	-	17	-	-	0	20	-	17	-	-	100	60	-	67	-	-	3.0	2.4	-	2.5
Adult Learning Center	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	100	-	100	-	-	-	3.0	-	3.0
TOTAL	0	20	43	9	0	13	0	20	14	27	0	24	100	60	43	64	100	64	3.0	2.4	2.0	2.5	3.0	2.5

	By Ethnicity																							
	Frequently						Occasionally/Seldom						Never						Average					
	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total
At RSC, I have recently heard insensitive or disparaging comments about gays and lesbians by: staff. (item37b)																								
Santa Ana Campus	0	0	60	5	0	10	0	25	20	26	0	24	100	75	20	68	100	67	3.0	2.8	1.6	2.6	3.0	2.6
Orange Campus	-	0	50	11	0	15	-	100	0	22	0	23	-	0	50	67	100	62	-	2.0	2.0	2.6	3.0	2.5
Centennial Education Center	-	-	0	20	-	17	-	-	0	20	-	17	-	-	100	60	-	67	-	-	3.0	2.4	-	2.5
Adult Learning Center	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	100	-	100	-	-	-	3.0	-	3.0
TOTAL	0	0	50	8	0	11	0	40	13	25	0	23	100	60	38	68	100	66	3.0	2.6	1.9	2.6	3.0	2.6
At RSC, I have recently heard insensitive or disparaging comments about gays and lesbians by: administrators. (item37c)																								
Santa Ana Campus	0	0	50	5	0	8	0	25	0	18	0	16	100	75	50	76	100	76	3.0	2.8	2.0	2.7	3.0	2.7
Orange Campus	-	0	0	11	0	8	-	100	50	22	0	31	-	0	50	67	100	62	-	2.0	2.5	2.6	3.0	2.5
Centennial Education Center	-	-	-	-	-	-	-	-	0	20	-	17	-	-	100	80	-	83	-	-	3.0	2.8	-	2.8
Adult Learning Center	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	100	-	100	-	-	-	3.0	-	3.0
TOTAL	0	0	29	6	0	7	0	40	14	19	0	19	100	60	57	76	100	74	3.0	2.6	2.3	2.7	3.0	2.7
At RSC, I have recently heard insensitive or disparaging comments about gays and lesbians by: students. (item37d)																								
Santa Ana Campus	0	0	50	13	0	14	33	25	0	44	0	37	67	75	50	44	100	49	2.7	2.8	2.0	2.3	3.0	2.4
Orange Campus	-	100	100	11	0	31	-	0	0	33	0	23	-	0	0	56	100	46	-	1.0	1.0	2.4	3.0	2.2
Centennial Education Center	-	-	100	0	-	17	-	-	0	40	-	33	-	-	0	60	-	50	-	-	1.0	2.6	-	2.3
Adult Learning Center	-	-	-	-	-	-	-	-	-	100	-	100	-	-	-	-	-	-	-	-	-	2.0	-	2.0
TOTAL	0	20	71	11	0	17	33	20	0	43	0	35	67	60	29	46	100	48	2.7	2.4	1.6	2.4	3.0	2.3
I feel that I don't fit in very well with my colleagues. (item38)																								
Santa Ana Campus	33	0	0	3	0	4	33	25	20	38	0	34	33	75	80	60	100	62	2.0	2.8	2.8	2.6	3.0	2.6
Orange Campus	-	-	-	-	-	-	-	100	0	22	0	23	-	0	100	78	100	77	-	2.0	3.0	2.8	3.0	2.8
Centennial Education Center	-	-	-	-	-	-	-	-	0	60	-	50	-	-	100	40	-	50	-	-	3.0	2.4	-	2.5
Adult Learning Center	-	-	-	-	-	-	-	-	-	-	-	-	100	-	-	100	-	100	3.0	-	-	3.0	-	3.0
TOTAL	25	0	0	2	0	3	25	40	13	36	0	32	50	60	88	62	100	65	2.3	2.6	2.9	2.6	3.0	2.6

	By Ethnicity																		Average					
	Frequently						Occasionally/Seldom						Never											
	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total
At RSC, I have recently heard insensitive or disparaging comments about gays and lesbians by: staff. (item37b)																								
Santa Ana Campus	0	0	60	5	0	10	0	25	20	26	0	24	100	75	20	68	100	67	3.0	2.8	1.6	2.6	3.0	2.6
Orange Campus	-	0	50	11	0	15	-	100	0	22	0	23	-	0	50	67	100	62	-	2.0	2.0	2.6	3.0	2.5
Centennial Education Center	-	-	0	20	-	17	-	-	0	20	-	17	-	-	100	60	-	67	-	-	3.0	2.4	-	2.5
Adult Learning Center	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	100	-	100	-	-	-	3.0	-	3.0
TOTAL	0	0	50	8	0	11	0	40	13	25	0	23	100	60	38	68	100	66	3.0	2.6	1.9	2.6	3.0	2.6
At RSC, I have recently heard insensitive or disparaging comments about gays and lesbians by: administrators. (item37c)																								
Santa Ana Campus	0	0	50	5	0	8	0	25	0	18	0	16	100	75	50	76	100	76	3.0	2.8	2.0	2.7	3.0	2.7
Orange Campus	-	0	0	11	0	8	-	100	50	22	0	31	-	0	50	67	100	62	-	2.0	2.5	2.6	3.0	2.5
Centennial Education Center	-	-	-	-	-	-	-	-	0	20	-	17	-	-	100	80	-	83	-	-	3.0	2.8	-	2.8
Adult Learning Center	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	100	-	100	-	-	-	3.0	-	3.0
TOTAL	0	0	29	6	0	7	0	40	14	19	0	19	100	60	57	76	100	74	3.0	2.6	2.3	2.7	3.0	2.7
At RSC, I have recently heard insensitive or disparaging comments about gays and lesbians by: students. (item37d)																								
Santa Ana Campus	0	0	50	13	0	14	33	25	0	44	0	37	67	75	50	44	100	49	2.7	2.8	2.0	2.3	3.0	2.4
Orange Campus	-	100	100	11	0	31	-	0	0	33	0	23	-	0	0	56	100	46	-	1.0	1.0	2.4	3.0	2.2
Centennial Education Center	-	-	100	0	-	17	-	-	0	40	-	33	-	-	0	60	-	50	-	-	1.0	2.6	-	2.3
Adult Learning Center	-	-	-	-	-	-	-	-	-	100	-	100	-	-	-	-	-	-	-	-	-	2.0	-	2.0
TOTAL	0	20	71	11	0	17	33	20	0	43	0	35	67	60	29	46	100	48	2.7	2.4	1.6	2.4	3.0	2.3
I feel that I don't fit in very well with my colleagues. (item38)																								
Santa Ana Campus	33	0	0	3	0	4	33	25	20	38	0	34	33	75	80	60	100	62	2.0	2.8	2.8	2.6	3.0	2.6
Orange Campus	-	-	-	-	-	-	-	100	0	22	0	23	-	0	100	78	100	77	-	2.0	3.0	2.8	3.0	2.8
Centennial Education Center	-	-	-	-	-	-	-	-	0	60	-	50	-	-	100	40	-	50	-	-	3.0	2.4	-	2.5
Adult Learning Center	-	-	-	-	-	-	-	-	-	-	-	-	100	-	-	100	-	100	3.0	-	-	3.0	-	3.0
TOTAL	25	0	0	2	0	3	25	40	13	36	0	32	50	60	88	62	100	65	2.3	2.6	2.9	2.6	3.0	2.6

	By Ethnicity																		Average					
	Frequently						Occasionally/Seldom						Never											
	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total
I have continually changed the content of my course(s) to incorporate ethnic and gender issues. (item42)																								
Santa Ana Campus	100	50	100	52	-	60	0	50	0	38	-	32	0	0	0	10	-	8	1.0	1.5	1.0	1.6	-	1.5
Orange Campus	-	100	100	80	0	78	-	0	0	20	0	11	-	0	0	0	100	11	-	1.0	1.0	1.2	3.0	1.3
Centennial Education Center	-	-	100	40	-	50	-	-	0	60	-	50	-	-	-	-	-	-	-	-	1.0	1.6	-	1.5
Adult Learning Center	-	-	-	100	-	100	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1.0	-	1.0
TOTAL	100	67	100	55	0	62	0	33	0	38	0	30	0	0	0	8	100	8	1.0	1.3	1.0	1.5	3.0	1.5

	By Ethnicity																		Average					
	Strongly Agree/Agree						Neutral						Disagree/Strongly Disagree											
	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total
The student body adequately reflects the cultural diversity of its service area. (quest1)																								
Santa Ana Campus	67	67	100	90	100	88	33	0	0	8	0	8	0	33	0	3	0	4	1.7	2.0	1.4	1.7	1.0	1.7
Orange Campus	-	100	100	100	100	100	-	-	-	-	-	-	-	-	-	-	-	-	-	2.0	3.5	1.9	1.0	2.1
Centennial Education Center	-	-	0	80	-	67	-	-	100	0	-	17	-	-	0	20	-	17	-	-	3.0	2.0	-	2.2
Adult Learning Center	100	-	-	100	-	100	-	-	-	-	-	-	-	-	-	-	-	-	2.0	-	-	2.0	-	2.0
TOTAL	75	75	86	90	100	88	25	0	14	6	0	7	0	25	0	4	0	4	1.8	2.0	2.1	1.8	1.0	1.8
The percentage of minority faculty should reflect the percentage of minority students at RSC. (quest2)																								
Santa Ana Campus	33	75	60	25	100	34	0	25	20	18	0	17	67	0	20	58	0	49	3.7	1.8	2.2	3.4	1.0	3.1
Orange Campus	-	100	0	38	0	36	-	0	100	38	0	36	-	0	0	25	100	27	-	1.0	2.0	2.7	4.0	2.5
Centennial Education Center	-	-	100	20	-	33	-	-	0	40	-	33	-	-	0	40	-	33	-	-	1.0	3.4	-	3.0
Adult Learning Center	100	-	-	0	-	50	-	-	-	-	-	-	0	-	-	100	-	50	1.0	-	-	5.0	-	3.0
TOTAL	50	80	57	26	50	35	0	20	29	22	0	21	50	0	14	52	50	44	3.0	1.6	2.0	3.3	2.5	3.0
I am willing to further modify my course content in order to include minority and/or non-Western ideas. (quest3)																								
Santa Ana Campus	100	100	100	90	-	92	0	0	0	10	-	8	-	-	-	-	-	-	1.0	1.7	1.0	1.8	-	1.6
Orange Campus	-	100	100	60	-	71	-	0	0	20	-	14	-	0	0	20	-	14	-	1.0	1.0	2.2	-	1.8
Centennial Education Center	-	-	100	80	-	83	-	-	0	20	17	-	-	-	-	-	-	-	-	-	1.0	1.8	-	1.7
Adult Learning Center	-	-	-	100	-	100	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2.0	-	2.0
TOTAL	100	100	100	85	-	89	0	0	0	13	-	9	0	0	0	3	-	2	1.0	1.5	1.0	1.8	-	1.7
Most students do not want to change the status quo in regard to issues of diversity. (quest4)																								
Santa Ana Campus	33	33	40	33	-	34	33	33	0	26	-	24	33	33	60	41	-	42	3.0	3.0	3.4	3.1	-	3.1
Orange Campus	-	100	0	20	100	38	-	0	0	20	0	13	-	0	100	60	0	50	-	2.0	2.5	3.7	2.0	3.1
Centennial Education Center	-	-	0	33	-	25	-	-	0	33	-	25	-	-	100	33	-	50	-	-	5.0	3.3	-	3.8
Adult Learning Center	100	-	-	0	-	50	0	-	-	100	-	50	-	-	-	-	-	-	2.0	-	-	3.0	-	2.5
TOTAL	50	50	29	31	100	35	25	25	0	29	0	23	25	25	71	42	0	42	2.8	2.8	3.4	3.2	2.0	3.1

	By Ethnicity																							
	Strongly Agree/Agree						Neutral						Disagree/Strongly Disagree						Average					
	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total
RSC is responsive to the diverse needs of the changing demographics of our student body. (quest5)																								
Santa Ana Campus	67	75	60	90	-	85	33	0	20	8	-	10	0	25	20	3	-	6	2.0	2.3	2.6	1.8	-	1.9
Orange Campus	-	0	100	86	100	80	-	100	0	14	0	20	-	-	-	-	-	-	-	3.0	2.5	2.1	2.0	2.3
Centennial Education Center	-	-	0	80	-	67	-	-	-	-	-	-	-	-	100	20	-	33	-	-	4.0	2.2	-	2.5
Adult Learning Center	100	-	-	100	-	100	-	-	-	-	-	-	-	-	-	-	-	-	2.0	-	-	1.0	-	1.5
TOTAL	75	60	57	89	100	83	25	20	14	8	0	10	0	20	29	4	0	7	2.0	2.4	2.8	1.9	2.0	2.0
Disabled individuals have equal opportunities for recognition, respect and advancement in my department. (quest7)																								
Santa Ana Campus	100	100	75	90	-	90	-	-	-	-	-	-	0	0	25	10	-	10	1.0	2.0	2.5	1.7	-	1.7
Orange Campus	-	-	100	100	-	100	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3.5	1.7	-	2.0
Centennial Education Center	-	-	0	80	-	67	-	-	100	0	-	17	-	-	0	20	-	17	-	-	3.0	2.2	-	2.3
Adult Learning Center	100	-	-	100	-	100	-	-	-	-	-	-	-	-	-	-	-	-	2.0	-	-	1.0	-	1.5
TOTAL	100	100	67	91	-	89	0	0	17	0	-	2	0	0	17	9	-	9	1.3	2.0	2.9	1.7	-	1.8
Ethnic minorities have equal opportunities for recognition, respect, and advancement in my department. (quest8)																								
Santa Ana Campus	67	67	100	95	-	92	33	33	0	0	-	4	0	0	0	5	-	4	1.7	2.0	1.6	1.5	-	1.5
Orange Campus	-	100	100	100	100	100	-	-	-	-	-	-	-	-	-	-	-	-	-	2.0	1.5	1.8	1.0	1.7
Centennial Education Center	-	-	0	100	-	83	-	-	-	-	-	-	-	-	100	0	-	17	-	-	5.0	1.4	-	2.0
Adult Learning Center	0	-	-	100	-	50	100	-	-	0	-	50	-	-	-	-	-	-	3.0	-	-	1.0	-	2.0
TOTAL	50	75	86	96	100	92	50	25	0	0	0	4	0	0	14	4	0	4	2.0	2.0	2.0	1.5	1.0	1.6

	By Ethnicity																							
	Strongly Agree/Agree						Neutral						Disagree/Strongly Disagree						Average					
	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total
RSC is committed to increasing the numbers and percentages of ethnic minorities in classified, faculty, and administrative positions. (quest9)																								
Santa Ana Campus	33	75	60	89	-	82	0	25	20	11	-	12	67	0	20	0	-	6	3.3	2.3	2.6	1.7	-	1.9
Orange Campus	-	0	100	75	100	73	-	0	0	25	0	18	-	100	0	0	0	9	-	4.0	3.0	2.0	2.0	2.3
Centennnial Education Center	-	-	0	75	-	60	-	-	0	25	-	20	-	-	100	0	-	20	-	-	4.0	1.8	-	2.2
Adult Learning Center	0	-	-	100	-	50	100	-	-	0	-	50	-	-	-	-	-	-	3.0	-	-	1.0	-	2.0
TOTAL	25	60	57	86	100	78	25	20	14	14	0	15	50	20	29	0	0	8	3.3	2.6	2.9	1.7	2.0	2.0
In my opinion, special programs and policies: are necessary to attract students from a variety of ethnic groups. (quest11a)																								
Santa Ana Campus	67	100	80	54	100	61	0	0	0	22	0	17	33	0	20	24	0	22	2.3	1.8	1.8	2.5	1.0	2.3
Orange Campus	-	100	100	38	100	55	-	0	0	13	0	3	-	0	0	50	0	36	-	2.0	1.5	2.9	2.0	2.5
Centennnial Education Center	-	-	100	40	-	50	-	-	-	-	-	-	-	-	0	60	-	50	-	-	1.0	3.0	-	2.7
Adult Learning Center	100	-	-	0	-	50	0	-	-	100	-	50	-	-	-	-	-	-	1.0	-	-	3.0	-	2.0
TOTAL	75	100	86	49	100	59	0	0	0	20	0	15	25	0	14	31	0	26	2.0	1.8	1.6	2.6	1.5	2.4
In my opinion, special programs and policies: often result in the hiring of instructors and support personnel who lack adequate qualifications. (quest11b)																								
Santa Ana Campus	33	25	50	60	0	53	0	0	0	18	0	14	67	75	50	23	100	33	3.7	3.3	3.0	2.5	5.0	2.7
Orange Campus	-	0	0	43	100	40	-	0	0	29	0	20	-	100	100	29	0	40	-	4.0	4.5	3.0	2.0	3.3
Centennnial Education Center	-	-	0	80	-	67	-	-	0	20	-	17	-	-	100	0	-	17	-	-	4.0	1.8	-	2.2
Adult Learning Center	0	-	-	100	-	50	-	-	-	-	-	-	100	-	-	0	-	50	4.0	-	-	1.0	-	2.5
TOTAL	25	20	33	60	50	53	0	0	0	19	0	14	75	80	67	21	50	33	3.8	3.4	3.6	2.5	3.5	2.7

	By Ethnicity																		Average					
	Strongly Agree/Agree						Neutral						Disagree/Strongly Disagree											
	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total
In my opinion, special programs and policies: lead to resentment among students. (quest11c)																								
Santa Ana Campus	33	0	33	31	0	28	67	0	0	23	0	22	0	100	67	46	100	50	2.7	4.0	3.3	3.1	5.0	3.2
Orange Campus	-	0	100	0	0	11	-	100	0	33	10	44	-	0	0	67	0	44	-	3.0	2.0	3.6	3.0	3.2
Centennnial Education Center	-	-	0	75	-	60	-	-	-	-	-	-	-	-	100	25	-	40	-	-	4.0	2.5	-	2.8
Adult Learning Center	0	-	-	100	-	50	-	-	-	-	-	-	100	-	-	0	-	50	4.0	-	-	1.0	-	2.5
TOTAL	25	0	40	33	0	29	50	20	0	22	50	23	25	80	60	46	50	48	3.0	3.8	3.0	3.1	4.0	3.2
In my opinion, special programs and policies: lead to resentment among faculty members. (quest11d)																								
Santa Ana Campus	67	0	75	63	0	59	33	0	25	18	0	18	0	100	0	18	100	22	2.0	4.0	2.0	2.5	5.0	2.5
Orange Campus	-	100	100	17	0	33	-	0	0	17	100	22	-	0	0	67	0	44	-	2.0	1.5	3.4	3.0	2.9
Centennnial Education Center	-	-	100	100	-	100	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2.0	1.3	-	1.4
Adult Learning Center	-	-	-	100	-	50	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1.0	-	1.0
TOTAL	67	25	83	61	0	59	33	0	17	16	50	17	0	75	0	22	50	23	2.0	3.5	1.9	2.5	4.0	2.5
In my opinion, special programs and policies: enhance the quality of the student body. (quest11e)																								
Santa Ana Campus	33	100	50	69	100	69	33	0	50	26	0	26	33	0	0	5	0	6	3.0	2.0	2.3	2.2	1.0	2.2
Orange Campus	-	100	100	50	0	56	-	0	0	50	100	44	-	-	-	-	-	-	-	2.0	1.5	2.0	3.0	2.0
Centennnial Education Center	-	-	100	100	-	100	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2.0	1.6	-	1.7
Adult Learning Center	100	-	-	0	-	50	-	-	-	-	-	-	0	-	-	100	-	50	2.0	-	-	4.0	-	3.0
TOTAL	50	100	67	69	50	69	25	0	33	26	50	25	25	0	0	6	0	6	2.8	2.0	2.0	2.1	2.0	2.1
In my opinion, special programs and policies: reduce the prestige of the campus. (quest11f)																								
Santa Ana Campus	33	0	0	13	0	12	33	0	25	24	0	22	33	100	75	63	100	66	3.3	4.3	4.3	3.7	5.0	3.8
Orange Campus	-	0	0	0	100	10	-	0	0	14	0	10	-	100	100	86	0	80	-	4.0	4.5	4.1	2.0	4.0
Centennnial Education Center	-	-	0	20	-	17	-	-	0	20	-	17	-	-	100	60	-	67	-	-	5.0	4.0	-	4.2
Adult Learning Center	-	-	-	-	-	-	0	-	-	100	-	50	100	-	-	0	-	50	4.0	-	-	3.0	-	3.5
TOTAL	25	0	0	12	50	12	25	0	17	24	0	21	50	100	83	65	50	68	3.5	4.2	4.4	3.8	3.5	3.9

	By Ethnicity																							
	Strongly Agree/Agree						Neutral						Disagree/Strongly Disagree						Average					
	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total
In my opinion, special programs and policies: lead to resentment among students. (quest11c)																								
Santa Ana Campus	33	0	33	31	0	28	67	0	0	23	0	22	0	100	67	46	100	50	2.7	4.0	3.3	3.1	5.0	3.2
Orange Campus	-	0	100	0	0	11	-	100	0	33	10	44	-	0	0	67	0	44	-	3.0	2.0	3.6	3.0	3.2
Centennnial Education Center	-	-	0	75	-	60	-	-	-	-	-	-	-	-	100	25	-	40	-	-	4.0	2.5	-	2.8
Adult Learning Center	0	-	-	100	-	50	-	-	-	-	-	-	100	-	-	0	-	50	4.0	-	-	1.0	-	2.5
TOTAL	25	0	40	33	0	29	50	20	0	22	50	23	25	80	60	46	50	48	3.0	3.8	3.0	3.1	4.0	3.2
In my opinion, special programs and policies: lead to resentment among faculty members. (quest11d)																								
Santa Ana Campus	67	0	75	63	0	59	33	0	25	18	0	18	0	100	0	18	100	22	2.0	4.0	2.0	2.5	5.0	2.5
Orange Campus	-	100	100	17	0	33	-	0	0	17	100	22	-	0	0	67	0	44	-	2.0	1.5	3.4	3.0	2.9
Centennnial Education Center	-	-	100	100	-	100	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2.0	1.3	-	1.4
Adult Learning Center	-	-	-	100	-	50	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1.0	-	1.0
TOTAL	67	25	83	61	0	59	33	0	17	16	50	17	0	75	0	22	50	23	2.0	3.5	1.9	2.5	4.0	2.5
In my opinion, special programs and policies: enhance the quality of the student body. (quest11e)																								
Santa Ana Campus	33	100	50	69	100	69	33	0	50	26	0	26	33	0	0	5	0	6	3.0	2.0	2.3	2.2	1.0	2.2
Orange Campus	-	100	100	50	0	56	-	0	0	50	100	44	-	-	-	-	-	-	-	2.0	1.5	2.0	3.0	2.0
Centennnial Education Center	-	-	100	100	-	100	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2.0	1.6	-	1.7
Adult Learning Center	100	-	-	0	-	50	-	-	-	-	-	-	0	-	-	100	-	50	2.0	-	-	4.0	-	3.0
TOTAL	50	100	67	69	50	69	25	0	33	26	50	25	25	0	0	6	0	6	2.8	2.0	2.0	2.1	2.0	2.1
In my opinion, special programs and policies: reduce the prestige of the campus. (quest11f)																								
Santa Ana Campus	33	0	0	13	0	12	33	0	25	24	0	22	33	100	75	63	100	66	3.3	4.3	4.3	3.7	5.0	3.8
Orange Campus	-	0	0	0	100	10	-	0	0	14	0	10	-	100	100	86	0	80	-	4.0	4.5	4.1	2.0	4.0
Centennnial Education Center	-	-	0	20	-	17	-	-	0	20	-	17	-	-	100	60	-	67	-	-	5.0	4.0	-	4.2
Adult Learning Center	-	-	-	-	-	-	0	-	-	100	-	50	100	-	-	0	-	50	4.0	-	-	3.0	-	3.5
TOTAL	25	0	0	12	50	12	25	0	17	24	0	21	50	100	83	65	50	68	3.5	4.2	4.4	3.8	3.5	3.9

	By Ethnicity																							
	Strongly Agree/Agree						Neutral						Disagree/Strongly Disagree						Average					
	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total
In my opinion, special programs and policies: provide educational opportunities for students who have potential for college but need special assistance. (quest11j)																								
Santa Ana Campus	33	100	100	54	100	92	0	0	0	3	0	2	67	0	0	3	0	6	3.3	1.3	1.8	1.7	1.0	1.8
Orange Campus	-	100	100	75	100	82	-	0	0	25	0	18	-	-	-	-	-	-	-	1.0	1.5	1.9	2.0	1.8
Centennnial Education Center	-	-	100	100	-	100	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1.0	1.8	-	1.7
Adult Learning Center	100	-	-	100	-	100	-	-	-	-	-	-	-	-	-	-	-	-	1.0	-	-	2.0	-	1.5
TOTAL	50	100	100	93	100	91	0	0	0	6	0	4	50	0	0	2	0	4	2.8	1.2	1.6	1.7	1.5	1.7
I prefer to serve students who are: academically well-prepared for college. (quest12a)																								
Santa Ana Campus	100	100	100	85	100	89	0	0	0	12	0	10	0	0	0	2	0	2	1.3	1.8	1.7	1.8	1.0	1.7
Orange Campus	-	100	100	71	100	80	-	0	0	29	0	20	-	-	-	-	-	-	-	1.0	1.5	1.8	2.0	1.7
Centennnial Education Center	-	-	100	60	-	67	-	-	0	40	-	33	-	-	-	-	-	-	-	-	2.0	2.2	-	2.2
Adult Learning Center	0	-	-	100	-	50	-	-	-	-	-	-	100	-	-	0	-	50	4.0	-	-	2.0	-	3.0
TOTAL	75	100	100	82	100	84	0	0	0	17	0	13	25	0	0	2	0	3	2.0	1.6	1.7	1.8	1.5	1.8
I prefer to serve students who are: well-motivated for college. (quest12b)																								
Santa Ana Campus	100	100	100	95	100	96	0	0	0	2	0	2	0	0	0	2	0	2	1.3	1.3	1.0	1.5	1.0	1.4
Orange Campus	-	100	100	88	100	91	-	0	0	13	0	9	-	-	-	-	-	-	-	1.0	1.0	1.6	1.0	1.4
Centennnial Education Center	-	-	0	60	-	50	-	-	100	20	-	33	-	-	0	20	-	17	-	-	3.0	2.4	-	2.5
Adult Learning Center	0	-	-	100	-	50	-	-	-	-	-	-	100	-	-	0	-	50	4.0	-	-	2.0	-	3.0
TOTAL	75	100	80	91	100	90	0	0	20	6	0	6	25	0	0	4	0	4	2.0	1.2	1.3	1.6	1.0	1.5
I prefer to serve students who are: in need of assistance to succeed in college. (quest12c)																								
Santa Ana Campus	100	100	75	76	100	79	0	0	25	17	0	15	-	-	-	-	-	-	1.3	1.8	1.5	2.0	1.0	1.9
Orange Campus	-	100	100	63	0	65	-	0	0	38	100	36	-	-	-	-	-	-	-	2.0	1.0	2.1	3.0	2.0
Centennnial Education Center	-	-	0	60	-	50	-	-	100	20	-	33	-	-	0	20	-	17	-	-	3.0	2.4	-	2.5
Adult Learning Center	100	-	-	100	-	100	-	-	-	-	-	-	-	-	-	-	-	-	1.0	-	-	1.0	-	1.0
TOTAL	100	100	67	73	50	75	0	0	33	20	50	19	0	0	0	7	0	6	1.3	1.8	1.6	2.0	2.0	1.9

	By Ethnicity																		Average					
	Strongly Agree/Agree						Neutral						Disagree/Strongly Disagree											
	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total
I prefer to serve students who are: of my ethnic group. (quest12d)																								
Santa Ana Campus	100	25	100	26	100	35	0	75	0	53	0	48	0	0	0	21	0	17	1.3	2.8	1.0	2.9	1.0	2.7
Orange Campus	-	0	100	27	100	60	-	100	0	29	0	30	-	0	0	14	0	10	-	3.0	2.0	2.4	2.0	2.3
Centennnial Education Center	-	-	0	20	-	17	-	-	100	60	-	67	-	-	0	20	-	17	-	-	3.0	3.2	-	3.2
Adult Learning Center	100	-	-	100	-	100	-	-	-	-	-	-	-	-	-	-	-	-	1.0	-	-	1.0	-	1.0
TOTAL	100	20	75	31	100	39	0	80	25	49	0	46	0	0	0	20	0	15	1.3	2.8	1.8	2.8	1.5	2.6
I prefer to service students who are: of other ethnic groups. (quest12e)																								
Santa Ana Campus	100	50	100	43	100	52	0	50	0	51	0	44	0	0	0	5	0	4	1.3	2.5	1.0	2.4	1.0	2.3
Orange Campus	-	100	100	57	100	70	-	0	0	43	0	30	-	-	-	-	-	-	-	1.0	3.0	2.1	2.0	2.2
Centennnial Education Center	-	-	0	20	-	17	-	-	100	80	-	83	-	-	-	-	-	-	-	-	3.0	2.8	-	2.8
Adult Learning Center	100	-	-	100	-	100	-	-	-	-	-	-	-	-	-	-	-	-	1.0	-	-	1.0	-	1.0
TOTAL	100	60	80	44	100	53	0	40	20	52	0	44	0	0	0	4	0	3	1.3	2.2	2.0	2.4	1.5	2.3
The highest priorities on this campus in terms of students should be to enhance support for: all students (quest13a)																								
Santa Ana Campus	100	100	100	95	100	96	0	0	0	5	0	4	-	-	-	-	-	-	1.7	1.3	1.0	1.2	1.0	1.2
Orange Campus	-	100	100	100	100	100	-	-	-	-	-	-	-	-	-	-	-	-	-	1.0	1.0	1.4	1.0	1.3
Centennnial Education Center	-	-	0	80	-	67	-	-	100	20	-	33	-	-	-	-	-	-	-	-	3.0	1.4	-	1.7
Adult Learning Center	100	-	-	100	-	100	-	-	-	-	-	-	-	-	-	-	-	-	1.0	-	-	1.0	-	1.0
TOTAL	100	100	86	95	100	95	0	0	14	6	0	6	-	-	-	-	-	-	1.5	1.2	1.3	1.3	1.0	1.3
The highest priorities on this campus in terms of students should be to enhance support for: recruitment of students from specific ethnic groups. (quest13b)																								
Santa Ana Campus	67	50	50	24	0	30	0	25	25	40	0	34	33	25	25	37	100	36	3.0	2.3	2.5	3.2	5.0	3.1
Orange Campus	-	-	100	38	0	40	-	-	0	25	100	30	-	-	0	38	0	30	-	-	1.0	2.9	3.0	2.6
Centennnial Education Center	-	-	0	20	-	17	-	-	100	20	-	33	-	-	0	60	-	50	-	-	3.0	3.6	-	3.5
Adult Learning Center	100	-	-	0	-	50	0	-	-	100	-	50	-	-	-	-	-	-	1.0	-	-	3.0	-	2.0
TOTAL	75	50	50	25	0	31	0	25	33	37	50	34	25	25	17	39	50	35	2.5	2.3	2.1	3.2	4.0	3.0

	By Ethnicity																							
	Strongly Agree/Agree						Neutral						Disagree/Strongly Disagree						Average					
	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total
The highest priorities on this campus in terms of students should be to enhance support for: retention of all enrolled students. (quest13d)																								
Santa Ana Campus	100	100	100	90	100	92	0	0	0	5	0	4	0	0	0	5	0	4	1.3	1.3	1.3	1.5	1.0	1.5
Orange Campus	-	100	100	88	100	91	-	0	0	13	0	9	-	-	-	-	-	-	-	1.0	1.0	1.4	2.0	1.4
Centennnial Education Center	-	-	0	80	-	67	-	-	100	20	-	33	-	-	-	-	-	-	-	-	3.0	1.6	-	1.8
Adult Learning Center	100	-	-	100	-	100	-	-	-	-	-	-	-	-	-	-	-	-	1.0	-	-	1.0	-	1.0
TOTAL	100	100	83	89	100	90	0	0	17	7	0	7	0	0	0	4	0	3	1.3	1.2	1.4	1.5	1.5	1.5
The highest priorities on this campus in terms of students should be to enhance support for: retention of students from specific ethnic groups. (quest13e)																								
Santa Ana Campus	67	50	75	45	0	48	33	50	0	29	0	28	0	0	25	26	100	24	2.0	2.0	2.0	2.7	5.0	2.6
Orange Campus	-	-	100	63	0	60	-	-	0	13	100	20	-	-	0	25	0	20	-	-	1.0	2.4	3.0	2.3
Centennnial Education Center	-	-	0	40	-	33	-	-	100	20	-	33	-	-	0	40	-	33	-	-	3.0	3.0	-	3.0
Adult Learning Center	100	-	-	0	-	50	0	-	-	100	-	50	-	-	-	-	-	-	1.0	-	-	3.0	-	2.0
TOTAL	75	50	67	46	0	49	25	50	17	27	50	28	0	0	17	27	50	24	1.8	2.0	1.9	2.7	4.0	2.5
The highest priorities on this campus in terms of students should be to enhance support for: retention of enrolled students who have the potential for college but need special assistance. (quest13f)																								
Santa Ana Campus	100	75	100	78	100	81	0	25	0	20	0	17	0	0	0	3	0	2	2.0	1.8	1.3	1.8	1.0	1.8
Orange Campus	-	100	100	75	100	82	-	0	0	25	0	18	-	-	-	-	-	-	-	1.0	1.0	1.8	2.0	1.6
Centennnial Education Center	-	-	-	80	-	80	-	-	-	20	-	20	-	-	-	-	-	-	-	-	-	1.8	-	1.8
Adult Learning Center	100	-	-	0	-	50	0	-	-	100	-	50	-	-	-	-	-	-	1.0	-	-	3.0	-	2.0
TOTAL	100	80	100	76	100	80	0	20	0	22	0	19	0	0	0	2	0	1	1.8	1.6	1.2	1.8	1.5	1.7

	By Ethnicity																							
	Strongly Agree/Agree						Neutral						Disagree/Strongly Disagree						Average					
	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total
The highest priorities on this campus in terms of students should be to enhance support for: retention of all enrolled students. (quest13d)																								
Santa Ana Campus	100	100	100	90	100	92	0	0	0	5	0	4	0	0	0	5	0	4	1.3	1.3	1.3	1.5	1.0	1.5
Orange Campus	-	100	100	88	100	91	-	0	0	13	0	9	-	-	-	-	-	-	-	1.0	1.0	1.4	2.0	1.4
Centennnial Education Center	-	-	0	80	-	67	-	-	100	20	-	33	-	-	-	-	-	-	-	-	3.0	1.6	-	1.8
Adult Learning Center	100	-	-	100	-	100	-	-	-	-	-	-	-	-	-	-	-	-	1.0	-	-	1.0	-	1.0
TOTAL	100	100	83	89	100	90	0	0	17	7	0	7	0	0	0	4	0	3	1.3	1.2	1.4	1.5	1.5	1.5
The highest priorities on this campus in terms of students should be to enhance support for: retention of students from specific ethnic groups. (quest13e)																								
Santa Ana Campus	67	50	75	45	0	48	33	50	0	29	0	28	0	0	25	26	100	24	2.0	2.0	2.0	2.7	5.0	2.6
Orange Campus	-	-	100	63	0	60	-	-	0	13	100	20	-	-	0	25	0	20	-	-	1.0	2.4	3.0	2.3
Centennnial Education Center	-	-	0	40	-	33	-	-	100	20	-	33	-	-	0	40	-	33	-	-	3.0	3.0	-	3.0
Adult Learning Center	100	-	-	0	-	50	0	-	-	100	-	50	-	-	-	-	-	-	1.0	-	-	3.0	-	2.0
TOTAL	75	50	67	46	0	49	25	50	17	27	50	28	0	0	17	27	50	24	1.8	2.0	1.9	2.7	4.0	2.5
The highest priorities on this campus in terms of students should be to enhance support for: retention of enrolled students who have the potential for college but need special assistance. (quest13f)																								
Santa Ana Campus	100	75	100	78	100	81	0	25	0	20	0	17	0	0	0	3	0	2	2.0	1.8	1.3	1.8	1.0	1.8
Orange Campus	-	100	100	75	100	82	-	0	0	25	0	18	-	-	-	-	-	-	-	1.0	1.0	1.8	2.0	1.6
Centennnial Education Center	-	-	-	80	-	80	-	-	-	20	-	20	-	-	-	-	-	-	-	-	-	1.8	-	1.8
Adult Learning Center	100	-	-	0	-	50	0	-	-	100	-	50	-	-	-	-	-	-	1.0	-	-	3.0	-	2.0
TOTAL	100	80	100	76	100	80	0	20	0	22	0	19	0	0	0	2	0	1	1.8	1.6	1.2	1.8	1.5	1.7

	By Ethnicity																							
	Strongly Agree/Agree						Neutral						Disagree/Strongly Disagree						Average					
	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total
In general, students respect: minority faculty less than non-minority faculty. (quest15a)																								
Santa Ana Campus	0	50	25	4	0	8	33	0	25	29	0	26	67	50	50	68	10	66	4.0	3.0	3.8	3.8	5.0	3.9
Orange Campus	-	-	-	-	-	-	-	0	0	17	-	13	-	100	100	83	-	88	-	4.0	3.0	3.7	-	3.6
Centennial Education Center	-	-	-	-	-	-	-	-	100	60	-	67	-	-	0	40	-	33	-	-	3.0	3.8	-	3.7
Adult Learning Center	-	-	-	-	-	-	-	-	-	-	-	-	100	-	-	-	-	100	4.0	-	-	-	-	4.0
TOTAL	0	33	17	3	0	6	25	0	33	31	0	28	75	67	50	67	100	66	4.0	3.3	3.4	3.8	5.0	3.8
In general, students respect: faculty with disabilities less than faculty without disabilities. (quest15c)																								
Santa Ana Campus	0	0	33	4	0	6	50	50	0	29	0	28	50	50	67	67	100	66	4.0	3.5	4.0	3.7	5.0	3.8
Orange Campus	-	-	-	-	-	-	-	-	0	14	-	13	-	-	100	86	-	86	-	-	2.5	3.9	-	3.6
Centennial Education Center	-	-	-	-	-	-	-	-	100	75	-	80	-	-	0	25	-	20	-	-	3.0	3.5	-	3.4
Adult Learning Center	-	-	-	-	-	-	100	-	-	-	-	100	-	-	-	-	-	-	3.0	-	-	-	-	3.0
TOTAL	0	0	20	3	0	4	67	50	20	31	0	33	33	50	60	66	100	63	3.7	3.5	3.3	3.7	5.0	3.7
In general, students respect: gay/lesbian faculty less than heterosexual faculty. (quest15d)																								
Santa Ana Campus	0	0	33	27	0	23	0	100	0	41	0	37	100	0	67	32	100	40	4.0	3.0	4.0	3.0	5.0	3.3
Orange Campus	-	100	0	0	-	11	-	0	0	14	-	11	-	0	100	86	-	78	-	2.0	2.5	3.6	-	3.3
Centennial Education Center	-	-	0	20	-	17	-	-	0	60	-	50	-	-	100	20	-	33	-	-	4.0	3.0	-	3.2
Adult Learning Center	0	-	-	100	-	50	100	-	-	0	-	50	-	-	-	-	-	-	3.0	-	-	1.0	-	2.0
TOTAL	0	33	20	23	0	21	33	67	0	37	0	34	67	0	80	40	100	45	3.7	2.7	3.5	3.1	5.0	3.2

	By Ethnicity																		Average					
	Strongly Agree/Agree						Neutral						Disagree/Strongly Disagree											
	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total
With respect to the faculty, greater equality could be achieved with respect to individuals from ethnic groups traditionally underrepresented on the faculty by: enhancing resources available for their recruitment. (quest17a)																								
Santa Ana Campus	67	67	100	42	-	51	0	33	0	27	-	23	33	0	0	30	-	26	2.3	2.3	1.0	2.8	-	2.5
Orange Campus	-	100	100	29	100	50	-	0	0	57	0	40	-	0	0	14	0	10	-	2.0	1.5	2.6	2.0	2.3
Centennial Education Center	-	-	100	25	-	40	-	-	0	25	-	20	-	-	0	50	-	40	-	-	1.0	3.8	-	3.2
Adult Learning Center	100	-	-	0	-	50	-	-	-	-	-	-	0	-	-	100	-	50	1.0	-	-	5.0	-	3.0
TOTAL	75	75	100	38	100	50	0	25	0	31	0	25	25	0	0	31	0	25	2.0	2.3	1.4	2.9	2.0	2.6
With respect to the faculty, greater equality could be achieved with respect to individuals from ethnic groups traditionally underrepresented on the faculty by: developing mentorships for those hired. (quest17b)																								
Santa Ana Campus	67	100	100	71	-	76	0	0	0	20	-	15	33	0	0	9	-	8	2.7	1.8	1.3	2.1	-	2.0
Orange Campus	-	100	100	29	0	40	-	0	0	71	100	60	-	-	-	-	-	-	-	1.0	2.5	2.4	3.0	2.3
Centennial Education Center	-	-	100	25	-	40	-	-	0	50	-	40	-	-	0	25	-	20	-	-	1.0	3.0	-	2.6
Adult Learning Center	100	-	-	100	-	100	-	-	-	-	-	-	-	-	-	-	-	-	1.0	-	-	2.0	-	1.5
TOTAL	75	100	100	62	0	68	0	0	0	30	100	24	25	0	0	9	0	8	2.3	1.6	1.6	2.2	3.0	2.1
With respect to the faculty, greater equality could be achieved with respect to individuals from ethnic groups traditionally underrepresented on the faculty by: enhancing resources available for their retention. (quest17c)																								
Santa Ana Campus	67	75	75	47	-	54	0	25	25	38	-	33	33	0	0	16	-	14	2.3	2.3	1.5	2.6	-	2.4
Orange Campus	-	100	100	29	0	40	-	0	0	71	100	60	-	-	-	-	-	-	-	2.0	1.5	2.4	3.0	2.3
Centennial Education Center	-	-	100	0	-	20	-	-	0	50	-	40	-	-	0	50	-	40	-	-	1.0	4.0	-	3.4
Adult Learning Center	100	-	-	0	-	50	-	-	-	-	-	-	0	-	-	100	-	50	1.0	-	-	5.0	-	3.0
TOTAL	75	80	83	39	0	48	0	20	17	43	100	37	25	0	0	18	0	15	2.0	2.2	1.4	2.7	3.0	2.5

	By Ethnicity																							
	Strongly Agree/Agree						Neutral						Disagree/Strongly Disagree						Average					
	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total
With respect to the faculty, greater equality could be achieved with respect to individuals from ethnic groups traditionally underrepresented on the faculty by: involving them in professional activities (e.g., committees). (quest17d)																								
Santa Ana Campus	67	100	100	77	-	80	0	0	0	18	-	14	33	0	0	6	-	7	2.3	2.0	1.3	2.1	-	2.0
Orange Campus	-	100	100	57	100	70	-	0	0	43	0	30	-	-	-	-	-	-	-	2.0	1.5	2.1	2.0	2.0
Centennial Education Center	-	-	100	25	-	40	-	-	0	50	-	40	-	-	0	25	-	20	-	-	1.0	3.0	-	2.6
Adult Learning Center	100	-	-	0	-	50	0	-	-	100	-	50	-	-	-	-	-	-	1.0	-	-	3.0	-	2.0
TOTAL	75	100	100	67	100	74	0	0	0	26	0	20	25	0	0	7	0	7	2.0	2.0	1.3	2.2	2.0	2.1
With respect to the faculty, greater equality could be achieved with respect to individuals from ethnic groups traditionally underrepresented on the faculty by: providing financial incentives to recruit them as graduate students before they graduate. (quest17e)																								
Santa Ana Campus	67	67	50	40	-	44	0	0	50	17	-	18	33	33	0	43	-	38	3.0	2.7	2.0	3.1	-	3.0
Orange Campus	-	100	0	29	0	30	-	0	0	29	100	30	-	0	100	43	0	40	-	2.0	2.5	3.0	3.0	2.8
Centennial Education Center	-	-	100	0	-	20	-	-	0	25	-	20	-	-	0	75	-	60	-	-	1.0	4.2	-	3.6
Adult Learning Center	100	-	-	0	-	50	-	-	-	-	-	-	0	-	-	100	-	50	2.0	-	-	5.0	-	3.5
TOTAL	75	75	50	34	0	40	0	0	33	19	100	19	25	25	17	47	0	40	2.8	2.5	2.0	3.2	3.0	3.0
With respect to the faculty, greater equality could be achieved with respect to individuals from ethnic groups traditionally underrepresented on the faculty by: reconceptualizing the definition of "qualified" when making hiring and promotional decisions. (quest17f)																								
Santa Ana Campus	67	50	50	15	-	23	0	0	0	6	-	5	33	50	50	79	-	72	2.7	3.5	2.8	4.1	-	3.9
Orange Campus	-	100	0	33	-	38	-	0	0	17	-	13	-	0	100	50	-	50	-	2.0	4.0	2.9	-	3.0
Centennial Education Center	-	-	100	0	-	20	-	-	0	25	-	20	-	-	0	75	-	60	-	-	1.0	4.5	-	3.8
Adult Learning Center	-	-	-	-	-	-	-	-	-	-	-	-	100	-	-	100	-	100	4.0	-	-	5.0	-	4.5
TOTAL	50	67	50	16	-	24	0	0	0	9	-	7	50	33	50	76	-	69	3.0	3.0	2.9	4.0	-	3.7

	By Ethnicity																							
	Strongly Agree/Agree						Neutral						Disagree/Strongly Disagree						Average					
	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total
With respect to the faculty, greater equality could be achieved with respect to individuals from ethnic groups traditionally underrepresented on the faculty by: including public service contributions in the criteria for promotion and tenure. (quest17g)																								
Santa Ana Campus	67	100	75	31	-	43	0	0	25	25	-	21	33	0	0	44	-	36	3.0	2.0	1.8	3.1	-	2.9
Orange Campus	-	100	0	33	-	38	-	0	0	50	-	38	-	0	100	17	-	25	-	2.0	4.5	2.6	-	2.9
Centennial Education Center	-	-	100	0	-	20	-	-	0	25	-	20	-	-	0	75	-	60	-	-	1.0	4.5	-	3.8
Adult Learning Center	-	-	-	-	-	-	0	-	-	100	-	50	100	-	-	0	-	50	4.0	-	-	3.0	-	3.5
TOTAL	50	100	67	28	-	39	0	0	17	30	-	24	50	0	17	43	-	37	3.3	2.0	2.4	3.2	-	3.0
With respect to the faculty, greater equality could be achieved with respect to individuals from ethnic groups traditionally underrepresented on the faculty by: including the contributions that they make in assisting students from ethnic groups traditionally underrepresented in higher education to be successful on this campus. (quest17h)																								
Santa Ana Campus	67	50	100	51	-	57	0	25	0	31	-	26	33	25	0	17	-	17	2.7	2.8	1.5	2.6	-	2.5
Orange Campus	-	100	100	33	100	56	-	0	0	50	0	33	-	0	0	17	0	11	-	2.0	1.5	2.6	2.0	2.3
Centennial Education Center	-	-	100	25	-	40	-	-	0	25	-	20	-	-	0	50	-	40	-	-	1.0	3.5	-	3.0
Adult Learning Center	100	-	-	0	-	50	0	-	-	100	-	50	-	-	-	-	-	-	2.0	-	-	3.0	-	2.5
TOTAL	75	60	100	46	100	55	0	20	0	35	0	27	25	20	0	20	0	18	2.5	2.6	1.4	2.7	2.0	2.5
The highest priorities for the campus in hiring faculty should be: enhancing the prestige of the campus. (quest18a)																								
Santa Ana	67	50	25	37	100	40	0	25	25	29	0	26	33	25	50	34	0	34	3.0	2.8	3.5	3.0	1.0	3.0
Orange Campus	-	100	100	50	100	64	-	0	0	13	0	9	-	0	0	38	0	27	-	1.0	3.0	2.8	1.0	2.5
Centennial Education Center	-	-	0	20	-	17	-	-	0	20	-	17	-	-	100	60	-	67	-	-	4.0	4.0	-	4.0
Adult Learning Center	100	-	-	0	-	50	0	-	-	100	-	50	-	-	-	-	-	-	2.0	-	-	3.0	-	2.5
TOTAL	75	60	33	37	100	42	0	20	17	27	0	23	25	20	50	37	0	35	2.8	2.4	3.4	3.1	1.0	3.0

	By Ethnicity																		Average					
	Strongly Agree/Agree						Neutral						Disagree/Strongly Disagree											
	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total
The highest priorities for the campus in hiring faculty should be: selecting the most qualified regardless of ethnic group. (quest18b)																								
Santa Ana	100	100	75	93	100	92	0	0	0	8	0	6	0	0	25	0	0	2	1.3	1.3	2.3	1.3	1.0	1.4
Orange Campus	-	100	100	100	100	100	-	-	-	-	-	-	-	-	-	-	-	-	-	1.0	1.0	1.2	1.0	1.2
Centennial Education Center	-	-	0	80	-	67	-	-	0	20	-	17	-	-	100	0	-	17	-	-	4.0	1.4	-	1.8
Adult Learning Center	100	-	-	100	-	100	-	-	-	-	-	-	-	-	-	-	-	-	1.0	-	-	1.0	-	1.0
TOTAL	100	100	67	93	100	92	0	0	0	7	0	6	0	0	33	0	0	3	1.3	1.2	2.1	1.3	1.0	1.4
The highest priorities for the campus in hiring faculty should be: selecting those who are qualified and of the same ethnic groups as the student body as a whole. (quest18c)																								
Santa Ana	67	50	50	29	0	34	33	25	50	24	0	26	0	25	0	47	100	40	2.0	2.8	2.5	3.3	5.0	3.2
Orange Campus	-	100	100	25	0	36	-	0	0	13	0	9	-	0	0	63	100	55	-	1.0	1.0	3.2	4.0	2.8
Centennial Education Center	-	-	100	0	-	17	-	-	0	40	-	33	-	-	0	60	-	50	-	-	1.0	4.2	-	3.7
Adult Learning Center	100	-	-	0	-	50	-	-	-	-	-	-	0	-	-	100	-	50	1.0	-	-	5.0	-	3.0
TOTAL	75	60	67	25	0	33	25	20	33	23	0	23	0	20	0	52	100	44	1.8	2.4	1.9	3.4	4.5	3.1
The highest priorities for the campus in hiring faculty should be: selecting those who are qualified and sensitve to students from all ethnic groups. (quest18d)																								
Santa Ana Campus	100	100	100	97	100	98	0	0	0	3	0	2	-	-	-	-	-	-	1.7	1.3	1.3	1.4	1.0	1.[illegible]
Orange Campus	-	100	100	100	100	100	-	-	-	-	-	-	-	-	-	-	-	-	-	1.0	1.0	1.6	1.0	1.4
Centennial Education Center	-	-	100	80	-	83	-	-	0	20	-	17	-	-	-	-	-	-	-	-	1.0	1.4	-	1.3
Adult Learning Center	100	-	-	100	-	100	-	-	-	-	-	-	-	-	-	-	-	-	1.0	-	-	1.0	-	1.0
TOTAL	100	100	100	96	100	97	0	0	0	4	0	3	-	-	-	-	-	-	1.5	1.2	1.1	1.4	1.0	1.4

	By Ethnicity																							
	Strongly Agree/Agree						Neutral						Disagree/Strongly Disagree						Average					
	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total	Black	Asian	Hisp.	White	Other	Total
The highest priorities for the campus in hiring faculty should be: selecting those who are sensitive to the needs of students from all ethnic groups. (quest18e)																								
Santa Ana Campus	67	75	100	84	0	81	33	25	0	3	0	6	0	0	0	14	100	13	1.7	1.8	1.0	1.9	5.0	1.9
Orange Campus	-	100	100	83	100	73	-	0	0	13	0	9	-	0	0	25	0	18	-	1.0	1.0	2.1	1.0	1.8
Centennial Education Center	-	-	100	80	-	83	-	-	0	20	-	17	-	-	-	-	-	-	-	-	2.0	1.6	-	1.7
Adult Learning Center	100	-	-	100	-	100	-	-	-	-	-	-	-	-	-	-	-	-	1.0	-	-	1.0	-	1.0
TOTAL	75	80	100	80	50	81	25	20	0	6	0	8	0	0	0	14	50	12	1.5	1.6	1.2	1.9	3.0	1.8

RSC Study for Educational Equity and Inclusion

Faculty Survey (Spring 1993)

*** * * Please circle the letter corresponding to your answer to the following questions * * ***

1. Number of years worked at RSC? __________

2. What is your gender?
   - a. Male
   - b. Female

3. What is your RSC work status?
   - a. Full-time
   - b. Part-time

4. What is your race/nationality or ethnic group?
   - a. American Indian/Alaskan Native
   - b. Black, Non-Hispanic
   - c. Asian
   - d. Pacific Islander
   - e. Chicano/Latino/Hispanic
   - f. Filipino American
   - g. White
   - h. Other Non-White

5. **Last year, have you participated in any activity (conference, workshop, etc.) designed to promote sensitivity toward issues of diversity at RSC?**
   - a. No
   - **Yes, and it was/they were:**
     - b. **mostly beneficial**
     - c. **somewhat beneficial**
     - d. **not beneficial**

6. **Do you want training to enhance your course curriculum with pro-diverse perspectives?**
   - a. **Yes**
   - b. **No, curriculum includes broad perspectives**
   - c. **No, I don't want to change curriculum**
   - d. **No, this is not appropriate to my discipline**

7. Do you want additional training to enhance your teaching methods for diverse students?
   - a. Yes
   - b. No

Please indicate how frequently each of the following statements apply to your experiences at RSC. If this question doesn't apply to you or you "don't know," please circle #4 for "doesn't apply or don't know."

	frequently	occasionally/ seldom	never	doesn't apply or don't know
8. My relationship with other faculty members is generally:				
a. based upon a common set of professional interests	1	2	3	4
b. job-related only	1	2	3	4
c. includes personal acquaintanceships	1	2	3	4
d. conducive to social interaction on-campus	1	2	3	4
e. conducive to social interaction off-campus	1	2	3	4
f. uncomfortable with those of other ethnic groups	1	2	3	4
g. uncomfortable with those of my opposite gender	1	2	3	4
h. comfortable with those of my gender	1	2	3	4
i. comfortable with those of my ethnic group	1	2	3	4
9. I am treated rudely at RSC by:				
a. faculty, staff or administrators of my ethnic group	1	2	3	4
b. faculty, staff or administrators of other ethnic groups	1	2	3	4
c. faculty, staff or administrators of all ethnic groups	1	2	3	4
d. faculty, staff or administrators of my sex	1	2	3	4
e. faculty, staff of administrators of the opposite sex	1	2	3	4
f. both male and female faculty, staff or administrators	1	2	3	4
g. students	1	2	3	4
h. people from the community surrounding the campus	1	2	3	4
i. Please specify: ______________________________	1	2	3	4
10. I collaborate professionally with faculty and/or staff of:				
a. my ethnic group	1	2	3	4
b. other ethnic groups	1	2	3	4
c. my gender	1	2	3	4
d. the opposite gender	1	2	3	4

	frequently	occasionally/ seldom	never	doesn't apply or don't know
11. I **interact socially** with faculty and/or staff of:				
a. my ethnic group	1	2	3	4
b. other ethnic groups	1	2	3	4
c. my gender	1	2	3	4
d. the opposite gender	1	2	3	4
12. Faculty and staff on this campus generally **act** as though they are:				
a. aware of the importance of enrolling students from underrepresented groups	1	2	3	4
b. aware of the difficulties that students from underrepresented groups may face in succeeding in college	1	2	3	4
c. resentful of efforts to develop a student body that represents all ethnic groups	1	2	3	4
d. willing, when appropriate, to incorporate racial, ethnic, and gender perspectives into their courses	1	2	3	4
e. willing to mentor students from the underrepresented groups	1	2	3	4
13. Students that I interact with on this campus generally **behave** as though they are:				
a. pleased with developing a student body that represents all ethnic groups	1	2	3	4
b. resentful of efforts to develop a student body that represents all ethnic groups	1	2	3	4
c. aware of the importance of educating students from all ethnic groups	1	2	3	4
d. aware of the difficulties that students from underrepresented groups may face in succeeding in college	1	2	3	4
e. supportive of students from underrepresented groups	1	2	3	4
14. Faculty and staff regard campus programs for students from backgrounds traditionally underrepresented in higher education as:				
a. critical to the institution's mission	1	2	3	4
b. effective educationally	1	2	3	4
c. a drain on institutional resources	1	2	3	4
d. a stigma on the institution's prestige	1	2	3	4
15. I have seen or heard about **campus events** where:				
a. specific ethnic groups are portrayed negatively	1	2	3	4
b. women in general are portrayed negatively	1	2	3	4
c. men in general are portrayed negatively	1	2	3	4
d. disabled individuals in general are portrayed negatively	1	2	3	4
16. I have seen or heard about **racist behavior** initiated by:				
a. ethnic minority support personnel	1	2	3	4
b. non-ethnic minority support personnel	1	2	3	4
c. ethnic minority faculty	1	2	3	4
d. non-ethnic minority faculty	1	2	3	4
e. ethnic minority students	1	2	3	4
f. non-ethnic minority students	1	2	3	4
g. people from the community surrounding the campus	1	2	3	4
17. I have seen or heard about **sexist behavior** initiated by:				
a. female support personnel	1	2	3	4
b. male support personnel	1	2	3	4
c. female faculty	1	2	3	4
d. male faculty	1	2	3	4
e. female students	1	2	3	4
f. male students	1	2	3	4

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	frequently	occasionally/ seldom	never	doesn't apply or don't know
18. I have seen on this campus:				
a. books in the library written from a variety of racial, ethnic, or cultural viewpoints	1	2	3	4
b. textbooks in the bookstore written from a variety of racial, ethnic, or cultural viewpoints	1	2	3	4
c. art reflecting various ethnic cultures	1	2	3	4
d. negative graffiti about women	1	2	3	4
e. negative graffiti about certain ethnic groups	1	2	3	4
19. I see materials in campus media that increase my understanding of individuals based on:				
a. their ethnicity	1	2	3	4
b. their sex	1	2	3	4
c. their disability	1	2	3	4
d. their academic preparation or lack of preparation for college	1	2	3	4
20. I see materials in campus media in which individuals are stereotyped based on:				
a. their ethnicity	1	2	3	4
b. their sex	1	2	3	4
c. their disability	1	2	3	4
d. their academic preparation or lack of preparation for college	1	2	3	4
21. Administrators on this campus act as though they are:				
a. aware of the importance of educating students from all ethnic groups	1	2	3	4
b. aware of the difficulties that students from specific ethnic groups may have in succeeding in college	1	2	3	4
c. resentful of efforts to develop a student body that represents all ethnic groups	1	2	3	4
d. supportive of students from all ethnic groups	1	2	3	4
e. supportive of women students	1	2	3	4
f. supportive of disabled students	1	2	3	4
g. willing to mentor faculty from all ethnic groups	1	2	3	4
h. willing to mentor women faculty	1	2	3	4
i. resentful of efforts to develop a faculty that represents all ethnic groups	1	2	3	4
j. aware of the difficulties that faculty from specific ethnic groups may face in succeeding at this institution	1	2	3	4
k. supportive of faculty from all ethnic groups	1	2	3	4
l. supportive of women faculty	1	2	3	4
m. supportive of disabled students				
n. obstructive to the extent permitted by the law	1	2	3	4
22. Campus administrators behave as though high priorities for them are to:				
a. enhance the prestige of the campus	1	2	3	4
b. hire a high quality faculty	1	2	3	4
c. retain a high quality faculty	1	2	3	4
d. be responsive to the local community	1	2	3	4
e. improve students' campus experiences	1	2	3	4
f. increase the number of students from all ethnic groups	1	2	3	4
g. increase the number of students who graduate from all ethnic groups	1	2	3	4
h. educate students from all ethnic groups	1	2	3	4
23. Campus administrators behave as though they are responsive to the concerns of:				
a. ethnic minority faculty and staff	1	2	3	4
b. non-ethnic minority faculty and staff	1	2	3	4
c. women staff members	1	2	3	4
d. men staff members	1	2	3	4

	frequently	occasionally/ seldom	never	doesn't apply or don't know
24. Campus activities in which I participated that have increased my sensitivity to **women's issues** are:				
a. informal discussions with others on campus	1	2	3	4
b. staff development and flex activities	1	2	3	4
c. conferences and workshops	1	2	3	4
d. committee assignments and/or department/division meetings	1	2	3	4
e. reading books	1	2	3	4
f. special events (cultural celebrations, etc.)	1	2	3	4
g. concerts and exhibits	1	2	3	4
h. athletic events	1	2	3	4
i. others (please specify: ____________________)	1	2	3	4
25. Campus activities in which I participated that have increased my sensitivity to **other ethnic groups** are:				
a. informal discussions with others on campus	1	2	3	4
b. staff development and flex activities	1	2	3	4
c. conferences and workshops	1	2	3	4
d. committee assignments and/or department/division meetings	1	2	3	4
e. reading books	1	2	3	4
f. concerts and exhibits	1	2	3	4
g. athletic events	1	2	3	4
h. others (please specify: ________________________)	1	2	3	4
26. The local community surrounding this campus responds to campus personnel and students from diverse ethnic groups by:				
a. being friendly and receptive	1	2	3	4
b. accommodating their needs and interests	1	2	3	4
c. hiring them to work in its businesses	1	2	3	4
d. resenting their presence	1	2	3	4
27. Faculty here generally incorporate into their course curricula:				
a. material acknowledging women's societal contributions	1	2	3	4
b. material acknowledging societal contributions made by all ethnic groups	1	2	3	4
c. multicultural perspectives on issues	1	2	3	4
28. My courses incorporate:				
a. material acknowledging women's contributions to the field	1	2	3	4
b. material acknowledging societal contributions made by all ethnic groups	1	2	3	4
c. multicultural perspectives on issues	1	2	3	4
29. I mentor students who are of:				
a. my gender	1	2	3	4
b. the opposite gender	1	2	3	4
c. my ethnic group	1	2	3	4
d. ethnic groups other than mine	1	2	3	4
30. I would be interested in attending a faculty workshop(s) on issues pertaining to:				
a. ethnic minorities	1	2	3	4
b. women	1	2	3	4
c. people with disabilities	1	2	3	4
d. gays and lesbians	1	2	3	4
31. At RSC, I have been **discriminated against** recently by:				
a. faculty	1	2	3	4
b. staff	1	2	3	4
c. administrators	1	2	3	4
d. students	1	2	3	4

	frequently	occasionally seldom	never	doesn't apply or don't know
32. At RSC, I have been discriminated against recently because of my:				
a. race/ethnicity	1	2	3	4
b. gender	1	2	3	4
c. sexual orientation	1	2	3	4
d. disability	1	2	3	4
e. religion	1	2	3	4
f. age	1	2	3	4
33. At RSC, I have recently heard insensitive or disparaging comments about ethnic minorities by:				
a. faculty	1	2	3	4
b. staff	1	2	3	4
c. administrators	1	2	3	4
d. students	1	2	3	4
34. At RSC, I have been harassed recently because of my:				
a. race/ethnicity	1	2	3	4
b. gender	1	2	3	4
c. sexual orientation	1	2	3	4
d. disability	1	2	3	4
e. religion	1	2	3	4
f. age	1	2	3	4
35. At RSC, I have heard insensitive or disparaging comments recently about women by:				
a. faculty	1	2	3	4
b. staff	1	2	3	4
c. administrators	1	2	3	4
d. students	1	2	3	4
36. At RSC, I have heard insensitive or disparaging comments recently about people with disabilities by:				
a. faculty	1	2	3	4
b. staff	1	2	3	4
c. administrators	1	2	3	4
d. students	1	2	3	4
37. At RSC, I have heard insensitive or disparaging comments recently about gays and lesbians by:				
a. faculty	1	2	3	4
b. staff	1	2	3	4
c. administrators	1	2	3	4
d. students	1	2	3	4
38. I feel that I don't fit in very well with my colleagues.	1	2	3	4
39. My department is receptive to the incorporation of multiple ethnic and gender perspectives material into the curriculum.	1	2	3	4
40. I sense/have experienced a sincere desire among my colleagues to enhance the diversity of staff members in my department.	1	2	3	4
41. I support the presence of different perspectives on ethnic and gender related issues in discussions of my department colleagues.	1	2	3	4
42. I have continually changed the content of my course(s) to incorporate ethnic and gender issues.	1	2	3	4

Indicate the extent to which you agree or disagree with the following statements (please circle one for each item):

		strongly agree	agree	neutral	disagree	strongly disagree	doesn't apply or don't know
1.	The RSC student body adequately reflects the cultural diversity of its service area.	1	2	3	4	5	6
2.	The percentage of minority faculty should reflect the percentage of minority students at RSC.	1	2	3	4	5	6
3.	I am willing to further modify my course content in order to include minority and/or non-Western ideas.	1	2	3	4	5	6
4.	Most students do not want to change the status quo in regard to issues of diversity.	1	2	3	4	5	6
5.	RSC is responsive to the diverse needs of the changing demographics of our student body.	1	2	3	4	5	6
6.	Women have equal opportunities with men for recognition, respect, and advancement in my department.	1	2	3	4	5	6
7.	Disabled individuals have equal opportunities for recognition, respect, and advancement in my department.	1	2	3	4	5	6
8.	Ethnic minorities have equal opportunities for recognition, respect, and advancement in my department.	1	2	3	4	5	6
9.	RSC is committed to increasing the numbers and percentages of ethnic minorities in classified, faculty, and administrative positions.	1	2	3	4	5	6
10.	RSC is committed to the curtailment of sexual harassment.	1	2	3	4	5	6
11.	In my opinion, special programs and policies:						
	a. are necessary to attract students from a variety of ethnic groups	1	2	3	4	5	6
	b. often result in the hiring of instructors and support personnel who lack adequate qualifications	1	2	3	4	5	6
	c. lead to resentment among students	1	2	3	4	5	6
	d. lead to resentment among faculty members	1	2	3	4	5	6
	e. enhance the quality of the student body	1	2	3	4	5	6
	f. reduce the prestige of the campus	1	2	3	4	5	6
	g. lead to admission of too many underprepared students	1	2	3	4	5	6
	h. are necessary for the faculty to be representative of the student body and community	1	2	3	4	5	6
	i. help to create a positive campus environment	1	2	3	4	5	6
	j. provide educational opportunities for students who have potential for college but need special assistance	1	2	3	4	5	6
12.	I prefer to serve students who are:						
	a. academically well-prepared for college	1	2	3	4	5	6
	b. well-motivated for college	1	2	3	4	5	6
	c. in need of assistance to succeed in college	1	2	3	4	5	6
	d. of my ethnic group	1	2	3	4	5	6
	e. of other ethnic groups	1	2	3	4	5	6
	f. of my gender	1	2	3	4	5	6
	g. of the opposite gender	1	2	3	4	5	6

	strongly agree	agree	neutral	disagree	strongly disagree	doesn't apply or don't know
13. The highest priorities on this campus in terms of students should be to enhance support for:						
a. all students	1	2	3	4	5	6
b. recruitment of students from specific ethnic groups	1	2	3	4	5	6
c. recruitment of women students	1	2	3	4	5	6
d. retention of all enrolled students	1	2	3	4	5	6
e. retention of students from specific ethnic groups	1	2	3	4	5	6
f. retention of enrolled students who have the potential for college but need special assistance	1	2	3	4	5	6
14. All general education courses should include topics and examples:						
a. related specifically to women	1	2	3	4	5	6
b. related to a variety of ethnic groups	1	2	3	4	5	6
c. in which people from various ethnic groups interact positively	1	2	3	4	5	6
d. of multiple viewpoints on a particular topic	1	2	3	4	5	6
15. In general, students respect:						
a. minority faculty less than non-minority faculty	1	2	3	4	5	6
b. women faculty less than men faculty	1	2	3	4	5	6
c. faculty with disabilities less than faculty without disabilities	1	2	3	4	5	6
d. gay/lesbian faculty less than heterosexual faculty	1	2	3	4	5	6
16. Obstacles to achieving gender balance of the faculty here are:						
a. the scarcity of women who are interested in teaching	1	2	3	4	5	6
b. the scarcity of qualified female faculty	1	2	3	4	5	6
c. lack of campus interest in recruiting female faculty	1	2	3	4	5	6
d. difficulty of retaining qualified faculty from all groups	1	2	3	4	5	6
e. absence of top administrators from all groups	1	2	3	4	5	6
f. lack of desire on the part of the faculty	1	2	3	4	5	6
17. With respect to the faculty, greater equality could be achieved with respect to individuals from ethnic groups traditionally underrepresented on the faculty by:						
a. enhancing resources available for their recruitment	1	2	3	4	5	6
b. developing mentorships for those hired	1	2	3	4	5	6
c. enhancing resources available for their retention	1	2	3	4	5	6
d. involving them in professional activities (e.g., committees)	1	2	3	4	5	6
e. providing financial incentives to recruit them as graduate students before they graduate	1	2	3	4	5	6
f. reconceptualizing the definition of "qualified" when making hiring and promotional decisions	1	2	3	4	5	6
g. including public service contributions in the criteria for promotion and tenure	1	2	3	4	5	6
h. including the contributions that they make in assisting students from ethnic groups traditionally underrepresented in higher education to be successful on this campus	1	2	3	4	5	6
18. The highest priorities for the campus in hiring faculty should be:						
a. enhancing the prestige of the campus	1	2	3	4	5	6
b. selecting the most qualified regardless of ethnic group	1	2	3	4	5	6
c. selecting those who are qualified and of the same ethnic groups as the student body as a whole	1	2	3	4	5	6
d. selecting those who are qualified and sensitive to students from all ethnic groups	1	2	3	4	5	6
e. selecting those who are sensitive to the needs of students from all ethnic groups	1	2	3	4	5	6

Please describe your perceptions of this campus in regard to issues of diversity. Please circle one number on each of the following scales which best characterizes the climate at RSC.

For example, if you think the atmosphere here is very relaxed, circle "1". If it is very tense, circle "5".

Relaxed	1	2	3	4	5	Tense
Comfortable	1	2	3	4	5	Uncomfortable
Friendly	1	2	3	4	5	Hostile
Warm	1	2	3	4	5	Cold
Communicative	1	2	3	4	5	Reserved
Enjoyable	1	2	3	4	5	Unenjoyable
Concerned	1	2	3	4	5	Indifferent
Respectful	1	2	3	4	5	Disrespectful
Cooperative	1	2	3	4	5	Competitive
Sensitive	1	2	3	4	5	Insensitive
Welcoming	1	2	3	4	5	Unwelcoming
Supportive	1	2	3	4	5	Unsupportive
Easy	1	2	3	4	5	Hard
Accepting	1	2	3	4	5	Unaccepting
Tolerant	1	2	3	4	5	Intolerant
Flexible	1	2	3	4	5	Structured
Open	1	2	3	4	5	Closed
Non-Bureaucratic	1	2	3	4	5	Bureaucratic

Please describe your feelings about how you are viewed on this campus.

Respected	1	2	3	4	5	Disrespected
Admired	1	2	3	4	5	Resented
Successful	1	2	3	4	5	Unsuccessful
Intelligent	1	2	3	4	5	Unintelligent
Valued	1	2	3	4	5	Demeaned
Appreciated	1	2	3	4	5	Worthless
Encouraged	1	2	3	4	5	Discouraged
Strong	1	2	3	4	5	Weak
Hard-Working	1	2	3	4	5	Lazy
Integral to the Campus	1	2	3	4	5	Tolerated on Campus

Please indicate your level of satisfaction with the opportunities available for you on this campus to:

		very satisfied	satisfied	so-so	dissatisfied	very dissatisfied	doesn't apply or don't know
a.	learn about various cultures (e.g., Black History Month)	1	2	3	4	5	6
b.	discuss issues related to differences among ethnic groups	1	2	3	4	5	6
c.	receive campus services when discriminated against because of your race, ethnicity, or sex	1	2	3	4	5	6
d.	become more aware of the needs of students from all ethnic groups	1	2	3	4	5	6
e.	become more aware of the needs of disabled individuals	1	2	3	4	5	6
f.	become more involved in issues of race, ethnicity, and gender	1	2	3	4	5	6
g.	become a campus leader if you are a woman	1	2	3	4	5	6

Please give us your comments on the issue of equity at RSC:

RSC Study for Educational Equity and Inclusion

Staff Survey (Spring 1993)

*** * * Please circle the letter corresponding to your answer to the following questions * * ***

1. What is your gender?
   a. Male
   b. Female

2. What is your race/nationality or ethnic group?
   a. American Indian/Alaskan Native
   b. Black, Non-Hispanic
   c. Asian
   d. Pacific Islander
   e. Chicano/Latino/Hispanic
   f. Filipino American
   g. White
   h. Other Non-White

3. Number of years worked at RSC? ________

4. What is your RSC work status?
   a. Full-time
   b. Part-time

5. Last year, have you participated in any activity (conference, workshop, etc.) designed to promote sensitivity toward issues of diversity at RSC?
   a. no
   yes, and it was/they were:
   b. mostly beneficial
   c. somewhat beneficial
   d. not beneficial

Please indicate how frequently each of the following statements apply to your experiences at RSC. If this question doesn't apply to you or you "don't know," please circle #4 for "doesn't apply or don't know."

	frequently	occasionally/ seldom	never	doesn't apply or don't know
6. I feel that I don't fit in very well with my colleagues.	1	2	3	4
7. I am treated rudely at RSC by:				
a. faculty, staff, or administrators of my ethnic group	1	2	3	4
b. faculty, staff, or administrators of other ethnic groups	1	2	3	4
c. faculty, staff, or administrators of my sex	1	2	3	4
d. faculty, staff, of administrators of the opposite sex	1	2	3	4
e. both male and female faculty, staff, or administrators	1	2	3	4
f. students	1	2	3	4
g. people from the community surrounding the campus	1	2	3	4
h. Please specify: ______________________________	1	2	3	4
8. I collaborate professionally with faculty and/or staff of:				
a. my ethnic group	1	2	3	4
b. other ethnic groups	1	2	3	4
c. my gender	1	2	3	4
d. the opposite gender	1	2	3	4
9. I interact socially with faculty and/or staff of:				
a. my ethnic group	1	2	3	4
b. other ethnic groups	1	2	3	4
c. my gender	1	2	3	4
d. the opposite gender	1	2	3	4
10. I have seen or heard about racist behavior initiated by:				
a. ethnic minority support personnel	1	2	3	4
b. non-ethnic minority support personnel	1	2	3	4
c. ethnic minority faculty	1	2	3	4
d. non-ethnic minority faculty	1	2	3	4
e. ethnic minority students	1	2	3	4
f. non-ethnic minority students	1	2	3	4
g. people from the community surrounding the campus	1	2	3	4

	frequently	occasionally/ seldom	never	doesn't apply or don't know
11 I have seen or heard about campus events where:				
a. specific ethnic groups are portrayed negatively	1	2	3	4
b. women in general are portrayed negatively	1	2	3	4
c. men in general are portrayed negatively	1	2	3	4
d. disabled individuals in general are portrayed negatively	1	2	3	4
12. I have seen or heard about sexist behavior initiated by:				
a. female support personnel	1	2	3	4
b. male support personnel	1	2	3	4
c. female faculty	1	2	3	4
d. male faculty	1	2	3	4
e. female students	1	2	3	4
f. male students	1	2	3	4
13. I have seen on this campus:				
a. books in the library written from a variety of racial, ethnic, or cultural viewpoints	1	2	3	4
b. textbooks in the bookstore written from a variety of racial, ethnic, or cultural viewpoints	1	2	3	4
c. art reflecting various ethnic cultures	1	2	3	4
d. negative graffiti about women	1	2	3	4
e. negative graffiti about certain ethnic groups	1	2	3	4
14. I see materials in campus media that increase my understanding of individuals based on:				
a. their ethnicity	1	2	3	4
b. their sex	1	2	3	4
c. their disability	1	2	3	4
d. their academic preparation or lack of preparation for college	1	2	3	4
15. I see materials in campus media in which individuals are stereotyped based on:				
a. their ethnicity	1	2	3	4
b. their sex	1	2	3	4
c. their disability	1	2	3	4
d. their academic preparation or lack of preparation for college	1	2	3	4
16. At RSC, I have been discriminated against recently because of my:				
a. race/ethnicity	1	2	3	4
b. gender	1	2	3	4
c. sexual orientation	1	2	3	4
d. disability	1	2	3	4
e. religion	1	2	3	4
f. age	1	2	3	4
17. At RSC, I have been harassed recently because of my:				
a. race/ethnicity	1	2	3	4
b. gender	1	2	3	4
c. sexual orientation	1	2	3	4
d. disability	1	2	3	4
e. religion	1	2	3	4
f. age	1	2	3	4
18. At RSC, I have been discriminated against recently by:				
a. faculty	1	2	3	4
b. staff	1	2	3	4
c. administrators	1	2	3	4
d. students	1	2	3	4

	frequently	occasionally/ seldom	never	doesn't apply or don't know
19. At RSC, I have recently heard insensitive or disparaging comments about ethnic minorities by:				
a. faculty	1	2	3	4
b. staff	1	2	3	4
c. administrators	1	2	3	4
d. students	1	2	3	4
20. At RSC, I have heard insensitive or disparaging comments recently about gays and lesbians by:				
a. faculty	1	2	3	4
b. staff	1	2	3	4
c. administrators	1	2	3	4
d. students	1	2	3	4
21. At RSC, I have heard insensitive or disparaging comments recently about people with disabilities by:				
a. faculty	1	2	3	4
b. staff	1	2	3	4
c. administrators	1	2	3	4
d. students	1	2	3	4
22. At RSC, I have heard insensitive or disparaging comments recently about women by:				
a. faculty	1	2	3	4
b. staff	1	2	3	4
c. administrators	1	2	3	4
d. students	1	2	3	4
23. My relationship with other staff members is generally:				
a. based upon a common set of professional interests	1	2	3	4
b. job-related only	1	2	3	4
c. includes personal acquaintanceships	1	2	3	4
d. conducive to social interaction on-campus	1	2	3	4
e. conducive to social interaction off-campus	1	2	3	4
f. uncomfortable with those of other ethnic groups	1	2	3	4
g. uncomfortable with those of the opposite gender	1	2	3	4
h. comfortable with those of my gender	1	2	3	4
i. comfortable with those of my ethnic group	1	2	3	4
24. Faculty and staff on this campus generally act as though they are:				
a. aware of the importance of enrolling students from underrepresented groups	1	2	3	4
b. aware of the difficulties that students from specific ethnic groups may face in succeeding in college	1	2	3	4
c. resentful of efforts to develop a student body that represents all ethnic groups	1	2	3	4
d. willing, when appropriate, to incorporate racial, ethnic, and gender perspectives into their courses	1	2	3	4
e. willing to mentor students from the underrepesented groups	1	2	3	4
25. Faculty and staff regard campus programs for students from backgrounds traditionally underrepresented in higher education as:				
a. critical to the institution's mission	1	2	3	4
b. effective educationally	1	2	3	4
c. a drain on institutional resources	1	2	3	4
d. a stigma on the institution's prestige	1	2	3	4

	frequently	occasionally/ seldom	never	doesn't apply or don't know
26. Students that I interact with on this campus generally **behave** as though they are:				
a. pleased with developing a student body that represents all ethnic groups	1	2	3	4
b. resentful of efforts to develop a student body that represents all ethnic groups	1	2	3	4
c. aware of the importance of educating students from all ethnic groups	1	2	3	4
d. aware of the difficulties that students from underrepresented groups may face in succeeding in college	1	2	3	4
e. supportive of students from underrepresented groups	1	2	3	4
27. Campus activities in which I participated that have increased my sensitivity to other ethnic groups are:				
a. informal discussions with others on campus	1	2	3	4
b. staff development activities	1	2	3	4
c. conferences and workshops	1	2	3	4
d. committee assignments and/or department/division meetings	1	2	3	4
e. special events (cultural celebrations, etc.)	1	2	3	4
f. concerts and exhibits	1	2	3	4
g. athletic events	1	2	3	4
h. others (please specify: ______________________________)	1	2	3	4
28. The local community surrounding this campus responds to campus personnel and students from diverse ethnic groups by:				
a. being friendly and receptive	1	2	3	4
b. accommodating their needs and interests	1	2	3	4
c. hiring them to work in its businesses	1	2	3	4
d. resenting their presence	1	2	3	4
29. Administrators on this campus act as though they are:				
a. aware of the importance of educating students from all ethnic groups	1	2	3	4
b. aware of the difficulties that students from specific ethnic groups may have in succeeding in college	1	2	3	4
c. resentful of efforts to develop a student body that represents all ethnic groups	1	2	3	4
d. supportive of students from all ethnic groups	1	2	3	4
e. supportive of women students	1	2	3	4
f. supportive of disabled students	1	2	3	4
g. willing to mentor faculty and staff from all ethnic groups	1	2	3	4
h. willing to mentor women faculty and staff	1	2	3	4
i. resentful of efforts to develop a faculty and staff that represents all ethnic groups	1	2	3	4
j. aware of the difficulties that faculty and staff from specific ethnic groups may face in succeeding at this institution	1	2	3	4
k. supportive of faculty and staff from all ethnic groups	1	2	3	4
l. supportive of women faculty and staff	1	2	3	4
m. supportive of disabled faculty and staff	1	2	3	4
n. obstructive to the extent permitted by the law	1	2	3	4
30. Campus administrators behave as though high priorities for them are to:				
a. enhance the prestige of the campus	1	2	3	4
b. hire a high quality faculty and staff	1	2	3	4
c. retain a high quality faculty and staff	1	2	3	4
d. be responsive to the local community	1	2	3	4
e. improve students' campus experiences	1	2	3	4
f. increase the number of students from all ethnic groups	1	2	3	4
g. increase the number of students who graduate from all ethnic groups	1	2	3	4
h. educate students from all ethnic groups	1	2	3	4

Indicate the extent to which you agree or disagree with the following statements (please circle one for each item):

	strongly agree	agree	neutral	disagree	strongly disagree	doesn't apply or don't know
1. The RSC student body adequately reflects the cultural diversity of its service area.	1	2	3	4	5	6
2. RSC is responsive to the diverse needs of the changing demographics of our student body.	1	2	3	4	5	6
3. Women have equal opportunities with men for recognition, respect, and advancement in my department.	1	2	3	4	5	6
4. Disabled individuals have equal opportunities for recognition, respect, and advancement in my department.	1	2	3	4	5	6
5. RSC is committed to increasing the numbers and percentages of ethnic minorities in classified, faculty, and administrative positions.	1	2	3	4	5	6
6. Ethnic minorities have equal opportunities for recognition, respect, and advancement in my department.	1	2	3	4	5	6
7. I prefer to serve students who are:						
a. academically well-prepared for college	1	2	3	4	5	6
b. well-motivated for college	1	2	3	4	5	6
c. in need of assistance to succeed in college	1	2	3	4	5	6
d. of my ethnic group	1	2	3	4	5	6
e. of other ethnic groups	1	2	3	4	5	6
f. of my gender	1	2	3	4	5	6
g. of the opposite gender	1	2	3	4	5	6
8. In my opinion, special programs and policies:						
a. are necessary to attract students from a variety of ethnic groups	1	2	3	4	5	6
b. often result in the hiring of instructors and support personnel who lack adequate qualifications	1	2	3	4	5	6
c. lead to resentment among students	1	2	3	4	5	6
d. lead to resentment among faculty and staff	1	2	3	4	5	6
e. enhance the quality of the student body	1	2	3	4	5	6
f. reduce the prestige of the campus	1	2	3	4	5	6
g. lead to admission of too many underprepared students	1	2	3	4	5	6
h. are necessary for the faculty and staff to be representative of the student body and community	1	2	3	4	5	6
i. help to create a positive campus environment	1	2	3	4	5	6
j. provide educational opportunities for students who have potential for college but need special assistance	1	2	3	4	5	6
9. The highest priorities on this campus in terms of students should be to enhance support for:						
a. all students	1	2	3	4	5	6
b. recruitment of students from specific ethnic groups	1	2	3	4	5	6
c. recruitment of women students	1	2	3	4	5	6
d. retention of all enrolled students	1	2	3	4	5	6
e. retention of students from specific ethnic groups	1	2	3	4	5	6
f. retention of enrolled students who have the potential for college but need special assistance	1	2	3	4	5	6

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Please describe your perceptions of this campus in regard to issues of diversity. Please circle one number on each of the following scales which best characterizes the climate at RSC.

For example, if you think the atmosphere here is very relaxed, circle "1". If it is very tense, circle "5".

Relaxed	1	2	3	4	5	**Tense**
Comfortable	1	2	3	4	5	Uncomfortable
Friendly	1	2	3	4	5	Hostile
Warm	1	2	3	4	5	Cold
Communicative	1	2	3	4	5	Reserved
Enjoyable	1	2	3	4	5	Unenjoyable
Concerned	1	2	3	4	5	Indifferent
Respectful	1	2	3	4	5	Disrespectful
Cooperative	1	2	3	4	5	Competitive
Sensitive	1	2	3	4	5	Insensitive
Welcoming	1	2	3	4	5	Unwelcoming
Supportive	1	2	3	4	5	Unsupportive
Easy	1	2	3	4	5	Hard
Accepting	1	2	3	4	5	Unaccepting
Tolerant	1	2	3	4	5	Intolerant
Flexible	1	2	3	4	5	Structured
Open	1	2	3	4	5	Closed
Non-Bureaucratic	1	2	3	4	5	Bureaucratic

Please describe your feelings about how you are viewed on this campus.

Respected	1	2	3	4	5	Disrespected
Admired	1	2	3	4	5	Resented
Successful	1	2	3	4	5	Unsuccessful
Intelligent	1	2	3	4	5	Unintelligent
Valued	1	2	3	4	5	Demeaned
Appreciated	1	2	3	4	5	Worthless
Encouraged	1	2	3	4	5	Discouraged
Strong	1	2	3	4	5	Weak
Hard-Working	1	2	3	4	5	Lazy
Integral to the Campus	1	2	3	4	5	Tolerated on Campus

Please indicate your level of satisfaction with the opportunities available for you on this campus to:

		very satisfied	satisfied	so-so	dissatisfied	very dissatisfied	doesn't apply or don't know
a.	learn about various cultures (e.g., Black History Month)	1	2	3	4	5	6
b.	discuss issues related to differences among ethnic groups	1	2	3	4	5	6
c.	receive campus services when discriminated against because of your race, ethnicity, or sex	1	2	3	4	5	6
d.	become more aware of the needs of students from all ethnic groups	1	2	3	4	5	6
e.	become more aware of the needs of disabled individuals	1	2	3	4	5	6
f.	become more involved in issues of race, ethnicity, and gender	1	2	3	4	5	6
g.	become a campus leader if you are a woman	1	2	3	4	5	6

Please give us your comments on the issue of equity at RSC: ____________________

RSC Study for Educational Equity and Inclusion

Student Survey (Spring 1993)

RSC wants to ensure that its campuses make all persons desiring an education to feel welcome and valued. We ask that you complete this survey so we can determine whether we are meeting this goal or whether problems exist that need to be addressed. If you have any questions about this study, call RSC's Director of Research at 564-6460.

Please circle the appropriate answer to the following questions:

1. What is your gender?
   a. Male
   b. Female

2. What is your race/nationality or ethnic group?
   a. American Indian/Alaskan Native
   b. Black, Non-Hispanic
   c. Asian
   d. Pacific Islander
   e. Chicano/Latino/Hispanic
   f. Filipino American
   g. White
   h. Other Non-White

3. Are you a full-time or part-time student?
   a. Full-time (more than 11 units)
   b. Part-time (11 units or less)

4. Do you have a physical disability?
   a. yes
   b. no

5. How much time per week do you work (outside of the home) during the school year?
   a. None
   b. 1 to 19 hours
   c. 20 or more hours

6. How old are you?
   a. 18 and under
   b. 19-22
   c. 23-30
   d. 31-40
   e. 41-50
   f. 51-60
   g. over 60

7. Please estimate your (or your parents', if you live with them) total yearly income before taxes last year?
   a. Less than $15,000
   b. Between $15,000 and $29,999
   c. Between $30,000 and $49,999
   d. Between $50,000 and $79,999
   e. Over $80,000
   f. I don't know

8. When do you take classes?
   a. Day (before 5pm)
   b. Evening
   c. Both day and evening

9. Number of units completed at RSC? _______

10. The local community surrounding this campus responds to me generally by (circle all that apply):
    a. being receptive
    b. accommodating my needs and interests
    c. hiring me to work in its businesses
    d. resenting my presence
    e. none of the above, or don't know

11. I have taken classes from instructors who are (circle all that apply):
    a. Women
    b. Men
    c. African-American/Black
    d. Asian/Pacific Islander
    e. Chicano/Latino/Hispanic
    f. White/Caucasian
    g. Physically Disabled

12. How much formal education did your parents obtain?

Father
a. Did not graduate from high school
b. Graduated from high school
c. Some college
d. Holds a 4-year college degree
e. Holds a Master's, Ph.D., or other
f. Don't know

Mother
a. Did not graduate from high school
b. Graduated from high school
c. Some college
d. Holds a 4-year college degree
e. Holds a Master's, Ph.D., or other
f. Don't know

Please read each statement carefully and show the extent to which you AGREE OR DISAGREE by circling the numbers to the right (use #6, not applicable, if this statement does not apply to you):

		strongly agree	agree	disagree	strongly disagree	undecided	not applicable
a.	I feel that overall the staff on this campus makes a genuine effort to recruit ethnically diverse students.	1	2	3	4	5	6
b.	My family supported my decision to attend this school.	1	2	3	4	5	6
c.	I was encouraged to enroll here by current or former students.	1	2	3	4	5	6
d.	I enrolled here because my friends were enrolling here too.	1	2	3	4	5	6
e.	My high school counselor encouraged me to enroll here.	1	2	3	4	5	6
f.	RSC enjoys a reputation of quality in my home community.	1	2	3	4	5	6
g.	I am not reluctant to tell people I go to school here.	1	2	3	4	5	6
h.	I have no difficulty communicating with students of a different ethnic background than mine on this campus.	1	2	3	4	5	6
i.	I think it is important that I make friends with students of other ethnic backgrounds.	1	2	3	4	5	6
j.	A student's ethnic background does not affect his/her ability to learn.	1	2	3	4	5	6
k.	I have been made to feel comfortable here by other students.	1	2	3	4	5	6
l.	The staff has made a special effort to help ethnically diverse students achieve and belong.	1	2	3	4	5	6
m.	The cross-cultural/multi-ethnic experiences I am having here will make me more effective in my future career.	1	2	3	4	5	6
n.	More consideration should be given to the needs and interests of ethnically diverse RSC students.	1	2	3	4	5	6
o.	The education of students should include course material that addresses the contributions of women and ethnic minorities to the field.	1	2	3	4	5	6
p.	More consideration should be given to the needs and interests of older students.	1	2	3	4	5	6
q.	More consideration should be given to the needs and interests of female students.	1	2	3	4	5	6
r	More consideration should be given to the needs and interests of physically disabled students.	1	2	3	4	5	6
s.	The cultural events on this campus are appealing and entertaining.	1	2	3	4	5	6
t.	I do not participate in social activities on the campus because I feel that I do not belong.	1	2	3	4	5	6
u.	My social contacts on campus include diverse students.	1	2	3	4	5	6

		strongly agree	agree	disagree	strongly disagree	undecided	not applicable
v.	Social or interest groups on this campus are primarily determined by race and/or ethnic background.	1	2	3	4	5	6
w.	The college has an obligation to promote and encourage positive interaction among all students in all aspects of campus life.	1	2	3	4	5	6
x.	Socially, RSC is as integrated as students want it to be.	1	2	3	4	5	6
y.	My instructors do not show any partiality to students on the basis of ethnicity or gender.	1	2	3	4	5	6
z.	My instructors refer to contributions made by women and diverse persons in the field of study.	1	2	3	4	5	6
aa.	RSC is sensitive to the needs of students of all backgrounds.	1	2	3	4	5	6
bb.	RSC is sensitive to the needs of female students.	1	2	3	4	5	6
cc.	RSC is sensitive to the needs of disabled students.	1	2	3	4	5	6
dd.	RSC is sensitive to the needs of students of all age groups.	1	2	3	4	5	6
ee.	If I were starting over, I would attend RSC.	1	2	3	4	5	6
ff.	Campus security officers treat all students in a fair and equitable manner.	1	2	3	4	5	6
gg.	I feel comfortable at RSC and have a sense of belonging.	1	2	3	4	5	6
hh.	My instructors incorporated into their classes:						
	a. materials that acknowledge the contributions of people from a variety of ethnic groups	1	2	3	4	5	6
	b. materials that acknowledge the contributions of women	1	2	3	4	5	6
	c. various methods of teaching	1	2	3	4	5	6
ii.	Multiple viewpoints on ethnicity are discussed:						
	a. in various departments throughout the campus	1	2	3	4	5	6
	b. only if introduced by students	1	2	3	4	5	6
	c. with reluctance by instructors and students	1	2	3	4	5	6
	d. with enthusiasm by instructors and students	1	2	3	4	5	6
jj.	Multiple viewpoints on issues of gender are discussed:						
	a. in various departments throughout the campus	1	2	3	4	5	6
	b. only if introduced by students	1	2	3	4	5	6
	c. with reluctance by instructors and students	1	2	3	4	5	6
	d. with enthusiasm by instructors and students	1	2	3	4	5	6

Please indicate the extent to which you AGREE or DISAGREE that these opportunities are available for you on this campus to:

a.	Learn about various cultures (e.g., Black History Month).	1	2	3	4	5	6
b.	Discuss issues related to cultural differences among ethnic groups.	1	2	3	4	5	6
c.	Receive campus assistance when I am discriminated against because of my race, ethnicity, or sex.	1	2	3	4	5	6

Please indicate the extent to which each is important to you with respect to the college that you attend.

		important		somewhat important		not important	not applicable
a.	Recruitment programs for students of my background.	1	2	3	4	5	6
b.	Presence of an ethnically diverse faculty and staff.	1	2	3	4	5	6
c.	Presence of women faculty and staff.	1	2	3	4	5	6
d.	Presence of an ethnically diverse student body.	1	2	3	4	5	6
e.	Financial assistance.	1	2	3	4	5	6
f.	Ethnic/minority studies or program(s).	1	2	3	4	5	6
g.	Women's studies program.	1	2	3	4	5	6
h.	Opportunity for frequent contact with faculty.	1	2	3	4	5	6
i.	Opportunity for acquaintances with other students who attend the college.	1	2	3	4	5	6
j.	Availability of child care services.	1	2	3	4	5	6
k.	Job and career placement services.	1	2	3	4	5	6
l.	Opportunity to participate in intercollegiate athletics.	1	2	3	4	5	6
m.	The participation of students of my ethnicity in campus activities, programs and governance.	1	2	3	4	5	6
n.	Leadership roles for students of all ethnicities in student government organizations.	1	2	3	4	5	6
o.	Leadership roles for female students in student government organizations.	1	2	3	4	5	6
p.	Accessibility for the disabled to buildings.	1	2	3	4	5	6
q.	Accessibility for the disabled to programs/activities.	1	2	3	4	5	6
r.	Special clubs and activities for students of my ethnic background, age group, or special interest.	1	2	3	4	5	6
s.	Presence of persons of all (adult) ages in the student body.	1	2	3	4	5	6
t.	Course content and forums which attempt to reflect contributions of all ethnicities.	1	2	3	4	5	6
u.	Sensitivity and tolerance of all students in the classroom by other students.	1	2	3	4	5	6
v.	Sensitivity and tolerance of all students in the classroom by faculty.	1	2	3	4	5	6
w.	Faculty showing personal interest in students.	1	2	3	4	5	6

Please indicate how frequently you have had each of the following experiences at this campus since coming to RSC.

	sometimes	seldom	never	not applicable
1. I interact with my instructors after class or outside of the classroom.	1	2	3	4
2. My instructors appear to be sensitive to the needs of students:				
a. in general	1	2	3	4
b. of my sex	1	2	3	4
c. of my ethnic group	1	2	3	4
3. Interacting with my instructors is easy when I:				
a. schedule individual appointments	1	2	3	4
b. participate in class discussions	1	2	3	4
c. arrange to discuss issues outside of class	1	2	3	4
d. seek advice on my educational and career goals	1	2	3	4
e. need help with materials taught in class	1	2	3	4
4. When I interact on campus with students who are different from myself, it is through:				
a. my classes	1	2	3	4
b. study groups in class	1	2	3	4
c. study sessions outside of class	1	2	3	4
d. social or recreational activities	1	2	3	4
e. my campus job	1	2	3	4
5. I have been treated rudely on campus by:				
a. instructors	1	2	3	4
b. students of my ethnic group	1	2	3	4
c. students of other ethnic groups	1	2	3	4
d. students of my sex	1	2	3	4
e. students of my opposite sex	1	2	3	4
f. campus personnel (Specify office:____________________)	1	2	3	4
6. I have seen or heard about campus events where:				
a. specific ethnic groups are portrayed positively	1	2	3	4
b. specific ethnic groups are portrayed negatively	1	2	3	4
c. women in general are portrayed positively	1	2	3	4
d. women in general are portrayed negatively	1	2	3	4
7. I have seen or heard about **racist behavior** initiated by:				
a. campus personnel of my ethnic group	1	2	3	4
b. campus personnel of other ethnic groups	1	2	3	4
c. instructors of my ethnic group	1	2	3	4
d. instructors of other ethnic groups	1	2	3	4
e. students of my ethnic group	1	2	3	4
f. students of other ethnic groups	1	2	3	4
g. campus student clubs	1	2	3	4
8. I have seen or heard about **racist attitudes** displayed by:				
a. campus personnel of my ethnic group	1	2	3	4
b. campus personnel of other ethnic groups	1	2	3	4
c. instructors of my ethnic group	1	2	3	4
d. instructors of other ethnic groups	1	2	3	4
e. students of my ethnic group	1	2	3	4
f. students of other ethnic groups	1	2	3	4
g. campus student clubs	1	2	3	4

	sometimes	seldom	never	not applicable
9. I have seen or heard about **sexist behavior** initiated by:				
a. campus personnel of my sex	1	2	3	4
b. campus personnel of my opposite sex	1	2	3	4
c. instructors of my sex	1	2	3	4
d. instructors of my opposite sex	1	2	3	4
e. students of my sex	1	2	3	4
f. students of my opposite sex	1	2	3	4
g. campus student clubs	1	2	3	4
10. I have seen on campus:				
a. books in the library written from a variety of racial, ethnic, or cultural viewpoints	1	2	3	4
b. textbooks in the bookstore written from a variety of racial, ethnic, or cultural viewpoints	1	2	3	4
c. art reflecting various ethnic cultures	1	2	3	4
d. negative graffiti about women	1	2	3	4
e. negative graffiti about men	1	2	3	4
f. negative graffiti about certain ethnic groups	1	2	3	4
11. Campus activities in which I participated that have increased my sensitivity to **other ethnic groups** are:				
a. informal discussions with others on campus	1	2	3	4
b. orientation programs	1	2	3	4
c. lectures	1	2	3	4
d. workshops/forums/seminars	1	2	3	4
e. courses	1	2	3	4
f. special events (cultural celebrations, etc.)	1	2	3	4
g. concerts	1	2	3	4
h. others (Please specify:____________________)	1	2	3	4
12. Campus activities in which I participated that have increased my sensitivity to **women's issues** are:				
a. informal discussions with others on campus	1	2	3	4
b. orientation programs	1	2	3	4
c. lectures	1	2	3	4
d. workshops/forums/seminars	1	2	3	4
e. courses	1	2	3	4
f. special events (cultural celebrations, etc.)	1	2	3	4
g. concerts	1	2	3	4
h. others (Please specify:____________________)	1	2	3	4
13. Campus people who have gone out of their way to assist me are primarily from:				
a. my ethnic group	1	2	3	4
b. a ethnic group other than mine	1	2	3	4
c. my sex	1	2	3	4
d. the opposite sex	1	2	3	4
14. I see materials in campus media that increase my understanding of individuals based on:				
a. their ethnicity	1	2	3	4
b. their sex	1	2	3	4
c. their disability	1	2	3	4
d. their age group	1	2	3	4
e. other reasons (Please specify: ____________________)	1	2	3	4

Have you ever been the victim of discrimination or bias at RSC due to any of the following? Or have you ever witnessed discriminatory or biased behavior toward someone else at RSC due to any of the following?

Discriminatory behavior due to:	I have been the victim of discrimination (✓)	Yes, I have witnessed discriminatory behavior (✓)	If yes, the person displaying the discriminatory behavior was		
			an instructor	a college staff member	another student
a. Ethnicity	____	____	____	____	____
b. Age	____	____	____	____	____
c. Gender	____	____	____	____	____
d. Sexual preference	____	____	____	____	____
e. Disability	____	____	____	____	____

Colleges vary considerably in the way they are perceived by people. Usually there is a "climate" or "campus atmosphere" which may be described along several scales. Please circle one number on each of the following scales which best characterizes the climate at RSC as it pertains to special student groups (ethnic minorities, women, and disabled persons).

For example, if you think the atmosphere here is very relaxed, circle "1". If it is very tense, circle "5". If it is somewhere in between the two extremes circle, "2", "3", or "4".

Relaxed	1	2	3	4	5	Tense
Friendly	1	2	3	4	5	Hostile
Cooperative	1	2	3	4	5	Competitive
Socially integrated	1	2	3	4	5	Socially separated
Communicative	1	2	3	4	5	Reserved
Concerned	1	2	3	4	5	Indifferent
Inclusive	1	2	3	4	5	Exclusive
Sensitive	1	2	3	4	5	Insensitive
Liberal	1	2	3	4	5	Conservative
Improving	1	2	3	4	5	Worsening
Harmonious	1	2	3	4	5	Racist
Respected	1	2	3	4	5	Disrespected
Admired	1	2	3	4	5	Resented
Successful	1	2	3	4	5	Unsuccessful
Intelligent	1	2	3	4	5	Unintelligent
Valued	1	2	3	4	5	Demeaned
Appreciated	1	2	3	4	5	Worthless

Are there college services or programs that would assist you but are not offered at RSC? ___ No ___ Yes
If yes, what are they? ____

Is your RSC experience as you expected it to be? ___ No ___ Yes. If it differs from your expectations, how does it differ? ____

Please give us your comments on the topic of special student groups and cultural diversity at RSC __________

Thank you for your assistance!

1915

OARD OF TRUSTEES
rian E. Conley
arol Enos
Pete Maddox
Michael Ortell
hirley Ralston
nriqueta L. Ramos, Ph.D.
omas Saenz

ivian B. Blevins, Ph.D.
ancellor

March 1993

Dear High School Student:

The Rancho Santiago College Research Department is studying what people in the community think about the college. Thank you for answering the questions below to help us in this effort.

Sincerely,
Julie Slark, Director of Research
Rancho Santiago College
Phone: 564-6460

Questionnaire

1. Are you planning to attend college after you graduate from high school?
   - ___ Yes
   - ___ No
   - ___ Don't know

2. Which college do you plan to attend?
   - ___ Most likely I will attend ______________________
     Name of College
   - ___ Don't know

3. Why did you select this college? (check all that apply)
   - ___ Close to my house
   - ___ Friends going there
   - ___ Cost of tuition is affordable for me
   - ___ Offers academic program I want
   - ___ Parents encouraged me to attend
   - ___ Ethnic diversity of the college
   - ___ Limited ethnic diversity of the college
   - ___ Relatives attended there
   - ___ High school counselor or teacher recommended it
   - ___ College staff visiting my high school recruited me
   - ___ It is a safe campus
   - ___ It is a four-year university
   - ___ Because I am academically qualified to go there

RANCHO SANTIAGO COLLEGE

Santa Ana Campus
17th at Bristol
Santa Ana, CA 92706
(714) 564-6000

Orange Campus
8045 E. Chapman
Orange, CA 92669
(714) 564-4000

Centennial Education Center
2900 W. Edinger
Santa Ana, CA 92704
(714) 564-5000

Orange Adult Learning Center
541 N. Lemon
Orange, CA 92667
(714) 564-5300

RANCHO SANTIAGO COMMUNITY COLLEGE DISTRICT

4. Have you ever been to a Rancho Santiago College Campus? (Check all that apply)
___ Yes, Santa Ana Campus
___ Yes, Orange Campus
___ Yes, other RSC site
___ No, I have not been to a RSC Campus

5. If you answered "yes" to #4 above, why were you visiting the RSC campus(es)? (Check all that apply)
___ Junior Day
___ Taking a class or attending an event
___ Just visiting the campus informally
___ Career Beginnings Program
___ Other: ______________________________

6. If you answered "yes" to #4 above, did you feel welcome at RSC?
___ Yes
___ No
___ I don't know

7. What is your ethnicity?
___ American Indian/Alaskan Native
___ Black, Non-Hispanic
___ Asian
___ Pacific Islander
___ Chicano/Latino/Hispanic
___ Filipino American
___ White
___ Other Non-White

7. Do you think that Rancho Santiago College:
a. ___ is a friendly place
___ is not a friendly place
___ is in-between
___ I don't know

b. ___ is academically superior
___ is academically inferior
___ is in-between
___ I don't know

c. ___ is a supportive and welcoming environment because of its ethnically diverse students
___ is not a supportive and welcoming environment because of its ethnically diverse students
___ is in-between
___ I don't know

Thank you for your responses!

RANCHO SANTIAGO COLLEGE
1915

BOARD OF TRUSTEES
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Carol Enos
Pete Maddox
Michael Ortell
Shirley Ralston
Enriqueta L. Ramos, Ph.D.
Tomas Saenz
Vivian B. Blevins, Ph.D.
Chancellor

March 1993

Dear High School Teachers & Counselors:

The Rancho Santiago College Research Department is studying its image in the community. Will you please complete this short survey and return it to us via your school liaison person?

Sincerely,
Julie Slark, Director of Research
Rancho Santiago College
Phone: 564-6460

Questionnaire

1. How often do you recommend to students that they attend Rancho Santiago College?

___ Frequently/many students
___ Occasionally/some students
___ Seldom/few students
___ Other: ______________________

2. Why do you recommend RSC? (Check all that apply)	Why do you not recommend RSC? (Check all that apply)
___ Academically superior	___ Academically inferior
___ Low cost	___ Unsafe campus
___ Availability of programs	___ Limited programs
___ Ethnically diverse	___ Ethnically diverse
___ Good transitional experience for most students	___ Prefer four-year university for those qualified
___ Know students who've had a good experience at RSC educational experience	___ Know of students who had negative educational experience there
___ Support programs	___ Lack of support programs
___ For students in need of remediation primarily	

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Santa Ana Campus
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Centennial Education Center
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Santa Ana, CA 92704
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541 N. Lemon
Orange, CA 92667
(714) 564-5300

RANCHO SANTIAGO COMMUNITY COLLEGE DISTRICT

3. Have you ever been to a Rancho Santiago College Campus? (Check all that apply)

- ___ Yes, Santa Ana Campus
- ___ Yes, Orange Campus
- ___ Yes, other RSC site
- ___ No, I have not been to a RSC Campus

4. If you answered "yes" to #3 above, why did you visit the RSC campus(es)? (Check all that apply)

- ___ Escorted students to Junior Day
- ___ To take a class
- ___ To teach a class
- ___ Brought students there
- ___ Articulation or faculty discipline/subject meeting
- ___ To attend an event
- ___ Other: ______________________________

5. What city do you live in? ________________________

6. Are you aware that RSC offers the following events and activities? Have you ever attended one?

	Aware of?	Attend?
Art exhibits	___	___
Plays and musical performance	___	___
Community services classes	___	___
Athletic events	___	___
Cultural events	___	___

Thank you for your responses!

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INTERSEGMENTAL GENERAL EDUCATION TRANSFER CURRICULUM

Beginning with applicants for the 1991 Fall Term, transfer students may satisfy the lower division breadth and general education requirements for all campuses of the University of California and the California State University by completing the INTERSEGMENTAL GENERAL EDUCATION TRANSFER CURRICULUM (IGETC). Transfer applicants may also satisfy the requirements by completing specific lower division breadth and general education requirements at the school or college of the campus to which the student intends to transfer. Transfer applicants to CSU may also complete the lower division general education requirements by following the appropriate pattern for their catalog year.

The IGETC requirements must be completed in its entirety before transferring, or the student will be subject to the regulations of the school or college of the campus to which they have been admitted. All courses must be completed with a grade of "C" or better.

ASSOCIATE DEGREE REQUIREMENTS

To qualify for an associate degree, the candidate must meet the following requirements:

Courses: Sixty units in the following four categories:

I. Major Requirements: Each degree and certificate program specifies courses required for the major. See Instructional Programs Section.

II. General Education Requirements: 21 semester units of general education which include one course or more as indicated in group requirements A, B, C, D, and E.

Courses from the major may be used to satisfy individual group requirements but those units may not be counted as part of the 21 semester units of general education.

III. Lifelong Understanding and Self-Development: Rancho Santiago College requires that students select a course from category F in addition to the minimum 21 units in Groups A, B, C, D, and E.

IV. Skills Proficiency Requirements, Group G: Rancho Santiago College requires proficiency in basic learning skills in computation, reading, and oral communication as found in sections G1, 2, and 3.

Note: The requirements in parts II, III, and IV above also may be met by CSU general education certification, IGETC certification, completion of the UC transfer core requirements, or by submitting a transcript showing completion of a bachelor's degree from an accredited institution, or by submitting a transcript showing completion of an associate of Arts or associate of Science degree from an accredited California institution after July 1, 1983.

Grade Point Average: A cumulative G.P.A. of at least 2.0 (C). **Residency:** Twelve units completed at any Rancho Santiago College Campus. (At least six of the units must be in courses required for the major, unless otherwise noted in the catalog.) At least 12 units completed at Rancho Santiago College.

Petition for Graduation: Petitions for graduation should be filed in the Office of Admissions and Records one semester before the student expects to graduate. A student who petitions for graduation is certified for the requirements listed in any catalog during continuous enrollment from the original enrollment to the semester in which the student is certified to graduate. Continuous enrollment is defined as attendance in at least one semester or session in each catalog year from the time of original enrollment. A student who has an interruption of attendance must use the catalog at the time of readmission or one of subsequent continuous enrollment. Commencement exercises are held once a year at the end of the spring semester for those students who complete the requirements for graduation during the year or the summer session.

RANCHO SANTIAGO COLLEGE GENERAL EDUCATION PHILOSOPHY

A. Natural Sciences

Courses in the natural sciences examine the physical universe, its life forms, and its natural phenomena. They assist in developing an appreciation and understanding of the scientific method and encourage an understanding of the relationships between science and other human activities. This category includes introductory or integrative courses in astronomy, biology, chemistry, general physical science, geology, meteorology, oceanography, physics and other scientific disciplines.

B. Social and Behavioral Sciences

Courses in the social and behavioral sciences focus on people as members of society. They assist in developing an awareness of the methods of inquiry used by the social and behavioral sciences. Critical thinking is stimulated about the ways people act and have acted in response to their societies, and appreciation is developed of how societies and social groups operate. This category includes introductory or integrative survey courses in anthropology, economics, history, political science, psychology, sociology, and related disciplines.

C. Humanities

Courses in humanities study the cultural activities and artistic expressions of human beings. They assist in developing an awareness of the ways in which people throughout the ages and in different cultures have responded to themselves and the world around them in artistic and cultural creation, and develop aesthetic understanding and an ability to make value judgments. This category includes introductory or integrative courses in the arts, foreign languages, literature, philosophy and religion.

D. Cultural Breadth

Courses in cultural breadth include introductory courses in the history, philosophy, and culture of ethnic groups originating in Africa, Asia, and the Americas or women's studies. They assist in developing the ability to think critically and become aware of the views, interactions, and contributions of ethnic groups and women to the American culture.

E. Language and Rationality

Courses in language and rationality develop the principles and applications of language toward logical thought, clear and precise expression and critical evaluation of communication in whatever symbol system the student uses.

F. Lifelong Understanding and Self-Development

Courses in this category are designed to equip students for lifelong understanding and development of themselves as integrated physiological and psychological beings.

G. Basic Skills

The associate degree at Rancho Santiago College is a verification to prospective employers not only that the graduate has attained specific knowledge or skill in a major field and breadth through general education, but also that the student has proficiency in basic skills and self-direction. This category includes skills courses in computation, oral communication, and reading.

GENERAL EDUCATION REQUIREMENTS FOR THE ASSOCIATE DEGREE (PLAN A)

General Education is designed to introduce students to the variety of means through which people comprehend the modern world. The general education pattern reflects the conviction that those who receive degrees must possess in common certain basic principles, concepts, and methodologies both unique to and shared by various disciplines.

The associate degree graduate should be able to use general education in evaluating and appreciating the physical environment, current culture and the society in which the graduate lives. As importantly, general education should lead the graduate to better self-understanding.

Note: A single course may be used to meet only one requirement.

A. Natural Sciences
(minimum 3 units)
Astronomy 110 or 110H, 120, 150
Biology 053, 109 or 109H/109L, 119, 149, 159, 177, 200, 201, 239, 259
Chemistry 109, 119, 209, 219
Earth Science 110
Environmental Studies 200, 259
Geology 150, 215, 218, 228
Physical Science 102, 117, 118
Physics 109, 217, 279
Science 200

B. Social and Behavioral Sciences
(minimum 6 units)
1. **American Institutions**
(minimum 3 units)
History 118 or 118H, 120 or 120H, 121 or 121H, 122
Political Science 101
2. **Social Science Elective**
(minimum 3 units)
Anthropology 100, 101 or 101H
Criminal Justice 101
Economics 120, 121
Geography 100, 101
History 101 or 101H, 102 or 102H
Political Science 101
Psychology 100
Sociology 100

C. Humanities
(minimum 3 units)
Art 100, 101, 102, 105, 110
Communications 100
Dance 100
Foreign Language:
French 101, 102, 201 or 201H, 202 or 202H
Spanish 101, 102, 201 or 201H, 202 or 202H
Interdisciplinary Studies 107, 111, 121
Literature:
English 102 or 102H OR 231, 232, 241, 242, 271, 272
Music 101, 211
Philosophy 106 or 106H, 107, 108, 112
Theatre Arts 100, 103, 104

D. Cultural Breadth
(minimum 3 units)
Anthropology 125
Art 103, 104, 106
History 123, 124, 125, 127, 146, 150, 151, 153, 160, 161
Human Development 221
Humanities 101, 102, 201
Literature:
English 245, 278
Music 103
Sociology 120
Speech Communication 103 or 103H

E. Language and Rationality
(minimum 6 units)
1. **English Composition**
(minimum 3 units)
Courses fulfilling the written composition requirement include both expository and argumentative writing.
The English composition requirement may be met by:
a. English 061, 101 OR 101H, OR ESL 110.
b. Satisfactory score on English Department Proficiency Examination in composition. Students successfully completing the proficiency examination may earn 4 units in English 061 OR ESL 110.
2. **Communication and Analytical Thinking**
(minimum 3 units)
Includes mathematics, logic, statistics, computer languages and programming and related disciplines.
Computer Information Systems 100
Computer Science 100, 105, 109, 110, 111
Interdisciplinary Studies 111
Mathematics 080, 105, 140, 145, 150, 160, 170, OR 219
Philosophy 110, 111
Social Science 219

F. Lifelong Understanding and Self-Development
(minimum 3 units)
Note: No more than one (1) unit may be counted from F2.
1. Satisfactory completion of one of the following:
Business 130
Counseling 100, 105, 116, 120
Extended Opportunity Services 101
Family & Consumer Studies 120
Health Education 101, 104
Interdisciplinary Studies 111, 160
Nutrition & Food 115
2. Satisfactory completion of one of the following:
P.E. Activities 107, 121A, 127A, 130A, 135, 150A, 155A, 160A, 169, 210A, 220A, 230A, 260A, 265A, 270A, 280A, 290A
P.E. Adapted 201, 202, 203, 206, 207, 208
P.E. Aquatics 201A
P.E. Fitness 110A, 120A, 147A, 150A, 155A, 160A, 165A

This requirement (F) is met for Fire and Nursing Majors by completion of thei major.

G. Basic Skills
1. **Computational Skill**
a. Satisfactory score on Mathematics Department Proficiency Test OR
b. Satisfactory completion of Mathematics 050 or any other 3 uni mathematics course numbere above the level of 050.
2. **Reading Skill**
a. Satisfactory score on Readin Department Proficiency Test i reading skills, OR
b. Satisfactory score on a standardized test given in Readin N90, OR
c. Successful completion of Reading 100 or 101 satisfies degre requirements for readin proficiency.
(Students may have to repeat Reading N90 more than once in order t achieve a satisfactory proficienc level.)
3. **Oral Communication Skill**
Satisfactory completion of Speec Communication 101 or 101H, 102 140, 145, or 152; Management 122 or Marketing 114.

Note: Schedules for proficiency examinations are announced each semester in th Schedule of Classes. Applicants must b currently enrolled or completing graduation requirements at Rancho Santiag College in order to take the proficienc examinations. Students who do no achieve a satisfactory score on the examination may not rechallenge the examination but must satisfactorily complete a approved course as listed in the graduation requirements.

ACADEMIC SENATE
RANCHO SANTIAGO COLLEGE

MEMO

DATE: February 25, 1993

TO: Chancellor Vivian B. Blevins

FROM: Bonita Nahoum Jaros
Academic Senate President

SUBJECT: Chicano Studies

Vivian,

I am cognizant of the issues facing our community and our College, and I am aware of the concern MECHA has continually expressed regarding Ethnic Studies and Chicano Studies in particular. I appreciate your sensitivity to many academic issues, and I would like to apprise you of the status of this situation from the perspective of the Academic Senate.

First I would like to say that the MECHA advisor, Refugio Quintana, is an Academic Senator, and he is an excellent spokesperson for all of the issues of concern. MECHA made a presentation to the Academic Senate in the Spring of 1993, and as a result, the Senate passed a resolution on their behalf (please see attached). The Academic Senate has been working on several other areas of concern through the use of our resolution process, which as you know, is channeled to you and the Board of Trustees, and through the use of our governance structure, particularly the Curriculum and Instruction Council and the Finance and Planning Council.

The following is the status of Ethnic Studies offerings which impact Chicano Studies. A degree is offered in Ethnic Studies, and there is a possible Chicano emphasis.

Currently in Catalog
Anthro 100 "Introduction to Cultural Anthropology" #
Anthro 105 "Ancient Meso Am. Civiliz." * #
Anthro 125 "Native Am. in the U.S." #
Anthro 126 "Native American Rock Art" #
Art 103 "African Art History"
Art 104 "Mexican and Chicano Art History" * #
Art 106 "Art of the Orient"
Dance 010 "Beg. Mex. Am. Folk Dance" * #
Dance 011 "Int. Mex. Am. Folk Dance" * #

Currently in Catalog (continued)
Dance N25 "Summer Jazz Dance Workshop"
Dance 112 "Ethnic Dance" #
Dance 219A,B "Jazz Dance I, II" #
Dance 220 "Jazz Dance III" #
Dance 221 "Jazz Dance IV" #
English 245 "The Image of Black Am. in Literature and Films"
History 105 (Same as Anthro 105)#
History 123 "History of Black People in the US"
History 124 "Mex. Am. History in the US" * #
History 125 (Same as Anthro 125) #
History 146 "Black People in 20th Cent. Am."
History 150 "Latin Am. Civil. to Independence" *
History 151 "Modern Latin Am. Civilization" *
History 153 "History of Mexico" *
History 160 "Asian Civilization to 1700"
History 161 "Asian Civilization Since 1700"
Hum. Dev. 221 "Children in a Multicult. Society" #
Interdiscip. Studies 154 "Mexican Civilization" *
Music 103 "Jazz in America" #
Music 132 "The Jazz Singers" #
Music 134 "Vocal Jazz Workshop" #
Music 175 "Jazz Ensemble" #
Music 176 "Jazz Band" #
Office Tech. 052 "Span. Bil. Office Skills" *
Office Tech. 053 "Span. Bil. Interpret.-Gen. Off. and Legal Prof."
Office Tech. 054 "Span. Bil. Word Processing" #
Spanish N75A,B "Elem. Conv. Spanish I and II" * #
Spanish N85 "Intermed. Conv. Spanish" * #
Spanish 101 "Elementary Spanish I" * #
Spanish 102 "Elementary Spanish II" * #
Spanish 201 "Intermed. Spanish I" * #
Spanish 202 "Intermed. Spanish II" * #
Speech Communication 103 "Intro to Intercult Comm" #
Travel and Tourism 037 "Destination Geog: Pacific, Africa, Asia, Central and South America" #
Vietnamese N51 "Vietnamese for Public Personnel" #
Vietnamese N75 "Elem. Conv. Vietnamese"
Vietnamese N85 "Intermed. Conv. Vietnamese"
Vietnamese 195 "Advanced Conv. Vietnamese"

New Classes
Music 102 "World Music"

Classes in process of revision that could be made relevant
Anthro/Eng. 104 "Language and Culture" #

* only Mexican-Chicano
# regularly offered

In addition, we realize the retirement of Shifra Goldman and Ben Glover impacts the Chicano Studies area. The Academic Senate supported the replacement hiring of both of these retiree positions in the form of a resolution. As a result, in the FTE workgroup, it was determined that both would be replaced because of the important role they played in Ethnic Studies. The budget crisis, as you know, is a stark reality for all California Community Colleges. In the scheme of budget cuts, and with the uncertainty of the effect of fees, unfortunately, the Art Department was compelled to defer the replacement of Shifra's position. In response to this, the Academic Senate passed a motion that a minimum of two sections per semester of Art 104 "Mexican/Chicano Art History" be offered and that the Ethnic Studies Department be involved in the hiring of the person who is to teach those classes. This is amenable to the Art Department.

Moreover, through Curriculum and Instruction a new course, Music 102 "World Music" was approved, and the Music Department is committed to this offering. Also, it was agreed that Anthropology 104/English 104 "Language and Culture" would be rewritten so that it would meet the cultural breadth requirement.

After discussion of these issues and others, in your office on February 22, 1993, you will recall the Academic Senate proposed several ideas, for which we appreciate your support. Please permit me to reiterate them. They are as follows: 1) Instead of replacing Shifra's FTE with a full-time art instructor, we should consider that Ethnic Studies slot in another department which could more easily absorb the FTE (possibly History); 2) Make a commitment to part-time offerings across the College by utilizing the talents and expertise of existing faculty.

I, personally, would be delighted to teach a Hispanic Music class with the approval of the Music Department, and I know other faculty have expertise in other areas. With support from all the Academic Deans, this idea could be very viable. We could greatly increase our offerings for next Spring, and somewhat increase them for Fall under our 198 course number.

California State University, Fullerton has also expressed a desire to articulate our Ethnic Studies courses. This is a tremendous plus, as it gives our program and Ethnic Studies degree credibility and transfer possibility.

Finally, the Academic Senate has always supported the concept of infusing cultural diversity throughout the curriculum, and although this does not address the Chicano Studies Department request directly, it is a start to breaking down barriers.

I hope these ideas clarify what the Academic Senate has been doing in this regard. If you have further questions or if you would like to meet with the students, their advisor, and me together, I would be delighted to do so.

Thank you as always for having the needs of our students as our top priority.

Respectfully,

Bonita Nahoum Jaros

BNJ/mt

ACADEMIC SENATE
RANCHO SANTIAGO COLLEGE

F92.7
Passed 9-1-92

RESOLUTION FORM

SESSION / BREAKOUT CHAIR Senate Retreat 8-14-92

SUBJECT Ethnic Studies

MOVER Bonita Jaros **DIVISION** Academic Senate President

Seconder Susan Luevano **DIVISION** Learning Resources

WHEREAS,

the philosophy of R.S.C. celebrates the diversity of its students and staff and the way in which this diversity contributes to richness of the educational environment and

WHEREAS,

the annual goals of R.S.C. include promoting cultural diversity through integration into the curriculum, nurturing a diverse climate and is creating a multi-cultural center and

WHEREAS,

one of the goals and objectives of the Academic Senate is to foster student awareness of cultural diversity and

WHEREAS,

the student population of the State of California will continue to represent rich ethnic diversity and

WHEREAS,

the AA by nature requires a broad base of knowledge

BE IT RESOLVED THAT THE ACADEMIC SENATE FOR RANCHO SANTIAGO COLLEGE support expansion and further development of the Ethnic Studies Department including Chicano Studies, African-American Studies, and Native American Studies; create an Asian-American Studies Program and a Native-American Studies Program; and reinforce an AA degree in Ethnic Studies with a core program including the above strands.

(A mover and seconder must be a senator or member of the executive committee of Rancho Santiago College Academic Senate.)

RANCHO SANTIAGO COLLEGE

17th AT BRISTOL
SANTA ANA, CA 92706
(714) 564-6000

Inter-office Memo

Date: February 19, 1993

To: Selected RSC Faculty

From: Research Committee

Subject: Student Equity Study Survey

RSC's Research Committee is sponsoring the "RSC Study for Educational Equity and Inclusion," a high priority of the college and of educational policy-makers in Sacramento. We want to ensure at RSC that our campuses have friendly and open environments for all students, and that is why we are studying these issues.

We need your help and that of your students. Please administer these surveys to as many of your classes as possible. Please put completed surveys in the marked receptacle in the mail room (also return un-used surveys).

Tell students that the survey responses will remain completely anonymous.

I realize that the survey is long and that your class time is always limited. So we certainly appreciate your cooperation!

If you want additional copies of the survey, please call the Research Department at extension 6468.

c:\equity\fctyadm.men
02-19-93

RANCHO SANTIAGO COMMUNITY COLLEGE DISTRICT

RANCHO SANTIAGO COLLEGE

17th AT BRISTOL
SANTA ANA, CA 92706
(714) 564-6000

Inter-office Memo

Date: February 23, 1993

To: All RSC Faculty and Staff

From: Research Committee

Subject: RSC Study for Educational Equity and Inclusion Survey

RSC's Research Committee is sponsoring the "RSC Study for Educational Equity and Inclusion," a high priority of the college and of educational policy-makers in Sacramento. We want to ensure at RSC that our campuses have friendly and open environments for all employee and that is why we are studying these issues.

Please help us reach 100% response rate and complete the survey and return it to the marked receptacle in the mail room before March 12, 1993. Your responses will remain completely anonymous. If you have any questions, please feel free to contact Julie Slark, Director of Research, Planning, and Resource Development (X6460) or Ramon Reza, Chair of the Research Committee (X5049).

Thanks again for your cooperation!

c:\equity\stff&emp.men
02-23-93

RANCHO SANTIAGO COMMUNITY COLLEGE DISTRICT

Rancho Santiago Community College District
Board of Trustees

Resolution

Staff Diversity/Affirmative Action

WHEREAS, Rancho Santiago Community College District has developed a clear Staff Diversity/Affirmative Action Plan; and

WHEREAS, Rancho Santiago Community College District has made a clear commitment to the implementation of the plan; and

WHEREAS, Rancho Santiago Community College District is dedicated to providing quality education to the multicultural population whom the Plan serves; and

WHEREAS, Rancho Santiago Community College District acknowledges the need to affirm diversity at all levels of its operations; and

WHEREAS, Rancho Santiago Community College District realizes the need to create a multicultural environment;

NOW, THEREFORE, BE IT RESOLVED that the Board of Trustees of the Rancho Santiago Community College District hereby unanimously resolves to support an environment of diversity, in both concept and practice, throughout the community at all levels of its involvement, to include services to students, employment groups, vendors, contractors, and all affiliated entities identified within the Rancho Santiago Community College District.

Dated this 14th day of September, 1992.

Brian E. Conley, President
Board of Trustees

Mara Brandman

Carol Enos

Heather Herbert

Charles W. "Pete" Maddox

Michael Ortell

Shirley Ralston

John M. Raya

RANCHO SANTIAGO COMMUNITY COLLEGE DISTRICT PHILOSOPHY, MISSION, AND PROGRAMS

PHILOSOPHY

Rancho Santiago College believes that its central purpose is to provide an environment focused on teaching, learning, and the development of students to their fullest potential. The college promotes open access and celebrates the diversity of both its students and staff and the way in which this diversity contributes to the richness of the educational environment. Rancho Santiago College is also committed to the promotion of intellectual and academic freedom. The college fosters the principle that individuals have the capacity to learn to direct their destinies so that they may exert their responsibilities to participate effectively in a global society.

MISSION

The mission of Rancho Santiago College is to respond to the educational needs of an ever-changing community and to provide programs and services that reflect academic excellence. To that end, the college:

1. Provides quality instruction and services in all programs and maintains an environment that emphasizes and encourages teaching, learning, scholarship, creativity, critical and independent thinking, and social responsibility.
2. Maintains a comprehensive curriculum that includes university transfer programs, associate degree programs, vocational degree and certificate programs, community service programs, and continuing education programs appropriate to the needs of the community and its residents.
3. Responds to the needs of the individual and the community by providing a broad variety of educational, cultural, recreational, and support services and programs that promote lifelong learning.
4. Provides students with opportunities to fulfill their academic needs, enrich the quality of their lives and develop the competencies needed to function productively and responsibly in society.

PROGRAMS

Comprehensive services and curriculum programs which support the college mission include:

Transfer Curriculum
Quality programs which develop the intellectual potential and prerequisite courses so students may transfer with advanced standing to four-year colleges and universities.

Occupational Preparation
Degree and certificate programs as well as special courses designed to impart saleable skills and competencies leading to successful careers in business, industry, and government service.

General Education
Courses that help students value cultural similarities and differences, attain a sense of self-worth and personal, emotional stability, develop critical thinking, maintain physical health and fitness, gain aesthetic awareness, understand the environment and its ecology, and as appropriate, complete requirements for degree, certificate or diploma programs.

Learning Skills Programs
Courses that enable students to acquire basic skills as prerequisites for individual plans, goals, and objectives.

Lifelong Education
Courses leading to upgrading of educational skills and new skill preparation in the credit and/or non-credit mode and library and learning resources available both to enrolled students and citizens of the community.

Apprenticeship
Apprenticeship programs are offered in conjunction with company, labor, and management organizations, and coordinated with the State of California. Training is conducted from apprentice through journeyman level in many construction and industrial fields.

Contract Education
Educational services are provided, tailored to specific company needs, and conducted in the workplace on a fee basis.

Community Services
Fee-based educational opportunities including professional growth, personal enrichment and athletic/recreational opportunities, as well as facilities for community use.

Employment Development
Full-time employment training programs for the unemployed or underemployed in cooperation with community-based organizations and private industry.

Citizenship Education
Citizenship, American language, and cultural adaptation skills for students who are immigrant residents of the district.

Counseling and Guidance
A comprehensive counseling and guidance program, including educational, vocational, and personal counseling for career planning through assessment, diagnosis, advisement, action, follow-up, and evaluation.

Special Support Services
Support services for students, such as financial aid and scholarships, job placement, veterans' assistance, tutorial programs, health services, disabled student programs, and Extended Opportunity Programs and Services.

Student Activities
Formal and informal activities that expand current student interests, promote participation by students, and provide opportunities for leadership.

Culture and Contemporary Issues Awareness
Cultural awareness and concern for contemporary issues through special presentations and programs.

Civic Support
Facilities and technical support for civic affairs, such as town meetings, public service television, civic organization activities, and in-service upgrading of governmental employees and services.

Source: RSC 1992-94 Catalog

CAMPUS CLIMATE AND EQUITY

Community College League of California
Commission on Education Policy

Recent events in our state and in the nation make the need to examine the climate at our institutions obvious. It is becoming increasingly clear that we can no longer ignore the problems on our campuses. Over the past several years, issues of equity and diversity have probably been topics of nearly every major conference. While most colleges have been successful in addressing issues of access, many are still struggling with low academic achievement of underrepresented students. We no longer have the luxury of relying on past or unimplemented plans to address the issues of change that are absolutely necessary to achieve equity.

Economic, social and political considerations all support the need for continuing improvement of our colleges efforts. We have been directed under AB 1725 to address issues of equity and diversity. Numerous accreditation standard also provide direction to colleges in this area.

The Board of Governors of the California Community Colleges adopted a student equity policy statement and regulations in July, 1992. The policy includes a requirement for all colleges to establish a plan to support student equity, with concomitant research. Assessing campus climate can be an important step in the process.

The California Postsecondary Education Commission has published a series of three documents on campus climate and equity: *Towards Understanding of Campus Climate (June 1990), Assessing Campus Climate: Feasibility of Developing an Educational Equity Assessment System (March 1992), and Resource Guide to Assessing Campus Climate (August 1992).*

What is campus climate?

There are many factors and areas which contribute to the campus climate. CPEC defined it as "the formal and informal environment---both institutional and community-based---in which individuals learn, teach, work, and live" (1990). Among the factors contributing to the perception of the climate are faculty composition and philosophy, student-faculty interaction, curriculum content and interactions, campus leadership philosophy, and campus-community interaction.

Campus climate as it relates to equity and diversity includes those factors which create a welcoming, supportive, and positively challenging environment for students who have not traditionally been part of the mainstream of the colleges. It includes, but is not limited to effective affirmative action or to having good "cultural manners". The creation of a climate proactively supportive of diversity and equity includes efforts which impact student outreach, curriculum, classroom strategies, as well as faculty, staff, and administrative demographics. It involves all members of the campus community in a culture that is continually expanding everyone's awareness of what it means to live productively in today's world.

Why should colleges look at their campus climate?

Assessing the climate of the campus as it relates to equity will enhance understanding of the effect of the environment on learning, facilitate identification of those aspects which enhance learning and those which may hinder achievement of student goals, contribute to the institution's ability to respond to student demographic changes, and identify new directions. It is a springboard not only to continuously improve the quality of education for those from underrepresented groups, but it can also provide data to assist the institution achieve better quality education for all students. This process may well be an important way to respond to the research element contained in the student equity regulations.

Notes on assessing campus climate

CPEC's report on assessing campus climate and the resource guide are excellent resources for colleges to use in their self-studies. A few suggestions related to assessment are:

- The assessment of the campus climate should be appropriate to a college's own mission and values.
- The methods and strategies used should be adapted to the college, and developed through consultation with key leaders at the college.
- Assessment and change are often difficult; some of the barriers to change such as resources and fear, should be addressed directly.
- Wide support from many segments and the leadership is important and should be developed. We suggest positive advance publicity for the assessment, linking it with already existing processes, and utilizing staff development programs which motivate people to value the need for equity programs.
- Evaluating and improving campus climate should be an ongoing effort of the college in many areas---staff development plans, long-range planning, curriculum and program review---and should be integrated into the institution's normal processes of self-study.

One of the results of assessing campus climate will be the clear identification of systems and processes that work. Those successes should be celebrated, and the factors which contributed to the success can be applied to other areas which may need improvement.

The Community College League of California commission on Education Policy supports and urges implementation of campus climate assessment activities for the California community colleges as a part of accreditation self-studies, other institutional review processes, or as a separate study.

Diane Carey, Napa Valley College, 1991-92 Education Policy Commission Chair
Task Force on Campus Climate:
  Carol Cooper, Gavilan College, Task Force Chair
  Wise Allen, Peralta CCD
  Rita Cepeda, Chancellor's Office
  Lynn Fauth, Oxnard College
  Sam Schauerman, El Camino CCD
  Maria Nieto Senour, San Diego CCD
  Barry Sharpe, Victor Valley CCD
  Phyllis Williams, West Valley-Mission CCD

Proposed 1993-94 RSC Goals
June 9, 1993

1. Enhance student access and success.
2. Maintain excellence in curriculum, instruction, and student services, emphasizing instructional technology and program review.
3. Refine shared governance, emphasizing teamwork and efficiency.
4. Demonstrate the values of cultural diversity in all facets of the college especially in meeting the learning needs of diverse students.
5. Improve communication and efficiency and continue to enhance a sense of college community through the use of information technology and other strategies.
6. Engage in long-range planning, including the development of supplemental resources to encourage innovative approaches and programs, e.g. grants, foundation, economic development, etc.

1992-93 RSC Goals

The following goals are adopted in support of the RSC mission:

1. Enhance student success
   - Through a focus on matriculation and articulation efforts
   - Through focussing on student services, assessment, and special populations

2. Maintain priority for curriculum, instruction, and student services
   - Explore economic development and related curriculum and instructional issues

3. Implement shared governance
   - Address both the legal aspects and collegial spirit of AB 1725 philosophy
   - Evaluate and refine shared governance
   - Orient faculty and staff
   - Nurture the shared governance system

4. Promote cultural diversity through
   - Integration into the curriculum
   - Affirmative action and recruitment
   - Nurturing and pro-diverse climate

5. Fully implement program review
   - Institutionalize program review
   - Ensure qualitative as well as quantitative measures
   - Identify a process to integrate program review with planning and budgeting
   - Maintain an emphasis on research and planning

1991-92 RSC Goals

1. Reaffirm our commitment to reflect student and community needs

2. Integrate staff development to support district goals and strategic plan

3. Implement institutional/program effectiveness

4. Review and clarify governance system
    a. collaboration of groups
    b. roles and responsibilities of individuals
    c. council structure refinement
    d. district organization refinement

5. Promote cultural diversity
    a. affirmative action
    b. hiring
    c. staff awareness & sensitivity
    d. globalization of curriculum
    e. international exchange

6. Promote student success by:
    a. retention
    b. access
    c. transfer
    d. leadership & personal development
    e. job placement
    f. sensitivity to cultural diversity

7. Coordinate planning and budget to reflect mission statement

8. Develop a communication system to enhance awareness of available resources

9. Plan for growth
    a. sites
        - Orange Campus
        - Continuing Education
        - Santa Ana Campus
        - Others
        - development of new sites
    b. curriculum
    c. programs
    d. demographics

10. Evaluate economic development, vocational education activities

1990-91 RSC Goals

- Implement AB 1725
  - Staff development
  - Affirmative action
  - Personnel issues
- Participatory management, including refinement of Council structure
- Retention/student success for future RSCCD students, including matriculation, articulation programs
- Planning, program review, institutional effectiveness assessment
- Support areas of expanding growth
  - Continuing education
  - Orange Campus
- Increase credit ADA

* * RSCCD Goals and Objectives for 1989-91 * *

Overall Goal

Establish an institutional commitment to quality and innovation which supports instruction and services to the student.

Objectives

- Implement AB 1725
  - staff development
  - affirmative action
  - personnel issues
- Participatory management, including refinement of Council structure
- Retention/student success for future RSCCD students, including matriculation, articulation programs
- Planning, Program review/institutional effectiveness assessment
- Support areas of expanding growth (Continuing Ed, Orange Campus)
- Increase credit ADA